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Journal of the Diocese of East Carolina

ONE HUNDRED SIXTH ANNUAL CONVENTION
Hilton Inn
Greenville, North Carolina
February 2, 3 and 4, 1989

CONSTITUTION, CANONS AND RULES OF ORDER
of the Diocese of East Carolina
and
CHARTER AND BY-LAWS OF THE EPISCOPAL FOUNDATION
of the Diocese of East Carolina

1989

INTERDIOCESAN INSTITUTIONS

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THOMPSON CHILDREN'S HOME
Charlotte, North Carolina

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Hendersonville, North Carolina

JOURNAL

of the

ONE HUNDRED SIXTH ANNUAL CONVENTION

of the

PROTESTANT EPISCOPAL CHURCH

in the

DIOCESE OF EAST CAROLINA

Hilton Inn

Greenville, North Carolina

February 2, 3 and 4, 1989

E13
1989-19

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STANDING COMMITTEE
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The Rev. Ed Dunlap, V-President, Goldsboro, to 1991
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The Rev. Chris Mason, Goldsboro
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To 1992:
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To 1991:
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The Rev. John Gibson
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To 1992:

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FAMILY MINISTRIES
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Dr. Allen Hornthal

HUNGER
Mrs. Nancy Craig

LITURGICAL COMMISSION
The Rev. Joseph W. Cooper

MIGRANT MINISTRIES
Ms. Amy L. Trester

MISSION
The Rev. James R. Boyd

PEACE WITH JUSTICE
The Rev. Kathleen D. Awbrey

PLANNING, DESIGN, AND CONSTRUCTION
Mr. John R. Jeffries

POVERTY
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PRAYER
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PRESIDENT OF EPISCOPAL CHURCH WOMEN
Mrs. Harriette Wagner

PRESIDENT-ELECT OF EPISCOPAL CHURCH WOMEN
Mrs. Patti Campbell

PRISON MINISTRIES
Mr. Ollie Toomey

RELIGIOUS ART
Mr. Chuck Chamberlain

STEWARDSHIP
Mr. J. Clarence Leary, Jr.

TRINITY SUMMER CAMP COMMITTEE
The Rev. Russell L. Johnson

YOUTH COMMITTEE
Ms. Carol M. Taylor

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(Appointed by the Bishop)

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Sibert, The Rev. William C.	2028 Albert Circle Wilmington, NC 28403 799-8918
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Stringer, The Rev. Warner A., Jr.	116 Youpon Drive, Cape Carteret Swansboro, NC 28584 393-6153

Thompson, The Rev. C. O'Ferrall	P.O. Box 907 Whiteville, NC 28472 642-4828
Whitney, The Rev. Kenneth L.	Route 1, Box 1258 Manteo, NC 27954 473-2491
Wright, The Rt. Rev. Thomas H., D. D.	1625 Futch Creek Road Wilmington, NC 28405 686-7466

DELEGATES AND ALTERNATES
ONE HUNDRED SIXTH ANNUAL CONVENTION
OF THE DIOCESE OF EAST CAROLINA

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Ahoskie, St. Thomas	
Colin Jones P. O. Box 540 Winton, NC 27986	Betsy Overton P. O. Box 126 Ahoskie, NC 27910
Patsy Jones P. O. Box 540 Winton, NC 27986	
Larry S. Overton P. O. Box 126 Ahoskie, NC 27910	
Aurora, Church of the Holy Cross	
Harry Douglas Rt. 2, Box 345 Aurora, NC 27806	Winnie Douglas Rt. 2, Box 345 Aurora, NC 27806
Bath, St. Thomas	
Carolyn Duckett 7 Blackbeard's View Bath, NC 27808	Ira Hardy P. O. Box 27 Bath, NC 27808
Beaufort, St. Paul's	
Mamre Wilson 302 Moore St. Beaufort, NC 28516	Charles C. King Rt. 1, 713 Comet Dr. Beaufort, NC 28516
Dorothy Porter 119 Fairway Rd. Morehead City, NC 28557	Ruth Vincent Rt. 2, Box 103 Newport, NC 28570
Joe Christian 716 Ann St. Beaufort, NC 28516	Charles Phillips P. O. Box 87 Beaufort, NC 28516
Patricia Phillips P. O. Box 87 Beaufort, NC 28516	Penelope Lloyd 212 Vine St. Beaufort, NC 28516
Belhaven, St. James	
Vicki Paul Rt. 1, Box 178 Pantego, NC 27860	Mary E. Wahab 400 E. Main St. Belhaven, NC 27810

DELEGATES		ALTERNATES
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	Burgaw, St. Mary's	
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	Chocowinity, Trinity	
Robert S. Hackney P. O. Box 1592 Washington, NC 27889		Rachel Hackney P. O. Box 1592 Washington, NC 27889
J. B. Wall P. O. Box 104 Chocowinity, NC 27817		Mary Wall P. O. Box 104 Chocowinity,NC 27817
	Clinton, St. Paul's	
Claude Moore The Old Place Turkey, NC 28373		Robert Shaw Rt. 2, Box 231-B Clinton, NC 28328
Barbara Werner 614 College St. Clinton, NC 28328		Frank Butler 104 Vista Dr. Clinton, NC 28328
	Columbia, St. Andrew's	
Ruth Woodley P. O. Box 54 Columbia, NC 27925		
	Edenton, St. John the Evangelist	
Carolyn Dillard P. O. Box 203 Edenton, NC 27932		J. H. Horton P. O. Box 466 Edenton, NC 27932
	Edenton, St. Paul's	
Frances D. Inglis 101 Colonial Square Edenton, NC 27932		Allen Hornthal P. O. Box 646 Edenton, NC 27932

DELEGATES		ALTERNATES
	(Edenton, St. Paul's)	
Stephen W. Guttu Rt. 4, Box 342-B Edenton, NC 27932		J. Clarence Leary P. O. Box 396 Edenton, NC 27932
Patricia Storie P. O. Box 893 Edenton, NC 27932		Nada Ann Noble 206 E. Queen St. Edenton, NC 27932
	Elizabeth City, Christ	
Darryl Foytik Rt. 2, Box 30-A Shiloh, NC 27974		W.G. Gaither, Jr. 915 Rivershore Rd. Elizabeth City 27909
Mary Foytik Rt. 2, Box 30-A Shiloh, NC 27974		Frances Gaither 915 Rivershore Rd. Elizabeth City 27909
Jane Umphlett 1300 Fairfax Ave. Elizabeth City, NC 27909		Bettie Stokes P. O. Box 44 Hertford, NC 27944
Cecilia Austin 1211 Fairfax Ave. Elizabeth City, NC 27909		Everett Thompson 46 Bayshore Dr. Elizabeth City 27909
	Elizabethtown, St. Christopher's	
Jim Bradley P. O. Box 1896 Elizabethtown, NC 28337		Irene Hathcock Rt. 1, Box 100H Elizabethtown 28337
Robert O'Briant P. O. Box 1067 Elizabethtown, NC 29337		Ann O'Briant P. O. Box 1067 Elizabethtown 28337
	Fairfield, All Saints	
Janet Russ P. O. Box 43 Fairfield, NC 27826		Mary Armstrong P. O. Box 32 Fairfield, NC 27826
	Farmville, Emmanuel	
Linda C. Burti 404 W. Church St. Farmville, NC 27828		Margaret Hadden 1600 E. Sixth St. Greenville, NC 27858
Mary Morrison Dixon 402 N. Waverly St. Farmville, NC 27828		Lottie Lane Henry 954 Shady Lane Farmville, NC 27828

DELEGATES		ALTERNATES
	Fayetteville, Good Shepherd	
Pete Cooper 1212 Cullen Dr. Fayetteville, NC 28304-2756		Jerri Cooper 1212 Cullen Dr. Fayetteville 28304
	Fayetteville, Holy Trinity	
Marie Parker 1427 Raeford Rd. Fayetteville, NC 28305		Nancy Broadwell 5407 Summer Duck Rd. Fayetteville 28314
Libba Pate 1707 Pugh St. Fayetteville, NC 28305		Waverly Broadwell 5407 Summer Duck Rd. Fayetteville 28314
Clara MacMillan 1410 Fort Bragg Rd. Fayetteville, NC 28305		
Harry Schob 404 Rush Rd. Fayetteville, NC 28305		
	Fayetteville, St. John's	
William C. Powell 2021 Raeford Rd. Fayetteville, NC 28305		Hal W. Broadfoot 214 DeVane St. Fayetteville 28305
Charles vonRosenberg 113 Magnolia Ave. Fayetteville, NC 29305		William G. Thomas 121 Magnolia Ave. Fayetteville 28305
Frank DeGrasso Rt. 1, Box 118-A Wade, NC 28395		Henry Strickland 1524 Paisley Ave. Fayetteville 28304
LaMar Williams, Jr. 2406 Amigo Dr. Fayetteville, NC 28305		Millie Williams 2406 Amigo Dr. Fayetteville 28305
Patti Hutaff 318 Birnam Dr. Fayetteville, NC 28305		Beth Ann Pollard 303 Guilford Place Fayetteville 28303
	Fayetteville, St. Joseph's	
James McDonald 3312 Cranbrook Dr. Fayetteville, NC 28301		Mamie W. Baggett 1612 Murchison Rd. Fayetteville 28301
Mary Mitchell 1911 Seabrook Dr. Fayetteville, NC 28301		Izola Francis 5613 Dodge Dr. Fayetteville 28303

DELEGATES	ALTERNATES
(Fayetteville, St. Joseph's)	
Mae Butler P. O. Box 1723 Fayetteville, NC 28302	William Cameron 1230 Duncan St. Fayetteville 28303
Fayetteville, St. Paul's in-the-Pines	
Liz Huskey 300 Pinewood Dr. Hope Mills, NC 28348	Brooke Larsen 2410 Ft. Bragg Rd. Fayetteville 28303
George Roraback 6343 Rannock Dr. Fayetteville, NC 28304	Ray St. Onge 6403 Fenwick Place Fayetteville 28303
Marge Walter 1780 Inverness Fayetteville, NC 28304	Debbie Young Rt. 1, Box 55 Wade, NC 28395
Gatesville, St. Mary's	
Roxi Toti P. O. Box 45 Gatesville, NC 27938	Jackie L. Bundy East Maple St. Gatesville, NC 27938
Goldsboro, St. Andrew's	
Neal A. Stitt 400 Bunche Drive Goldsboro, NC 27530	Bertha Case 200 Graham St. Goldsboro, NC 27530
Goldsboro, St. Francis	
Octavia Kelly 900-A Olivia Lane Goldsboro, NC 27530	Walker Campbell 303 Cashwell Dr. Goldsboro, NC 27530
Liz Meador Rt. 1, Box 292 Pikeville, NC 27863	Dave Meador Rt. 1, Box 292 Pikeville, NC 27863
Stan Stedner 100 Greenwood Circle Smithfield, NC 27577	
Goldsboro, St. Stephen's	
Hal Plonk 117 Overbrook Dr. Goldsboro, NC 27530	Fred Sproul 616 Gloucester Rd. Goldsboro, NC 27530
Russell Barrett 504 Abington Place Goldsboro, NC 27530	Barbara Stevens Rt. 3, Box 607 Dudley, NC 28333

DELEGATES	ALTERNATES
(Goldsboro, St. Stephen's)	
Elizabeth Sutton 608 Prince Ave. Goldsboro, NC 27530	Arabel Zealy 105 N. Claiborne St. Goldsboro, NC 27530
Marjorie Smith 804 E. Beech St. Goldsboro, NC 27530	Mary Paparazo 115 Pineridge Lane Goldsboro, NC 27530
Greenville, St. Paul's	
Ted Gartman 317 Joseph St. Greenville, NC 27858	Chuck Chamberlain 2307 E. Third St. Greenville, NC 27858
Victoria Lineback Glenwood Apt. 26 Greenville, NC 27858	Tom Harwell 105 Dundee Lane Greenville, NC 27858
Jim Parsley 210 W. Quail Hollow Rd. Greenville, NC 27858	Gretchen Kemmer 103 Gawain Rd. Greenville, NC 27858
Veronica Pantelidis 106 Lakeview Dr. Greenville, NC 27858	Fran McKinney 103 Staffordshire Greenville, NC 27834
Anne Sneed 209 Churchill Dr. Greenville, NC 27858	David Webb P. O. Box 275 Ayden, NC 28513
Greenville, Episcopal Campus Ministry	
Allen Manning 602B E. 9th St. Greenville, NC 27858	Arnette Hurd 808 W. Lenoir Ave. Kinston, NC 28502
Greenville, St. Timothy's	
Powell Bland 110 Regalwood Dr. Greenville, NC 27858	Bonnie Dansey 201 Queen Anne's Rd. Greenville, NC 27858
Mary Vincent Rt. 3, Box 146 Winterville, NC 28590	Elizabeth Martin 308 S. Eastern St. Greenville, NC 27858
Robert Adams 221 Country Club Dr. Greenville, NC 27834	David Parsons Rt. 8, Box 708 Greenville, NC 27858

DELEGATES		ALTERNATES
	Grifton, St. John's-St. Mark's	
Joseph Price P. O. Box 351 Grifton, NC 28530		Bruce Cannon 123 Brassie Dr. Grifton, NC 28530
E. F. Albritton P. O. Box 834 Grifton, NC 28530		Edward Mewborn P. O. Box 353 Grifton, NC 28530
	Hampstead, Holy Trinity	
Fred Wolfe 537 Hughes Rd. Hampstead, NC 28443		Paul Grimsley 202 Kings Landing Rd Hampstead, NC 28443
Warren Sanders 337 Creekview Dr. Hampstead, NC 28443		Bess Morgan 4019 Scotts Hill Sd Wilmington, NC 28405
	Havelock, St. Christopher's	
Robert Cole 114 Greenway Ct. Havelock, NC 28532		Enid Cole 114 Greenway Ct. Havelock, NC 28532
Jim Wooliever 112 Greenway Ct. Havelock, NC 28532		John Frazier 213 Murdoch Rd. Newport, NC 28570
Robert Emerson 126A E. Sherwood Dr. Havelock, NC 28532		Linda Morgan 8 Catawba Rd. Cherry Pt., NC 28533
	Hertford, Holy Trinity	
Betty Crawford 405 N. Front St. Hertford, NC 27944		Jean Winslow 106 N. Front St. Hertford, NC 27944
Clara Schofield 104 Carolina Ave. Hertford, NC 27944		Julian Winslow 106 N. Front St. Hertford, NC 27944
	Hope Mills, Christ	
Dick Bickford 3222 Trogdan Dr. Fayetteville, NC 28306		Judie Bickford 3222 Trogdan Dr. Fayetteville 28306
Tucker Barbour P. O. Box 714 Hope Mills, NC 28348		

DELEGATES		ALTERNATES
	Jacksonville, St. Anne's	
John T. Carter, Jr. 624 Shadowwood Dr. Jacksonville, NC 28540		Cindy Hart 1014 Foscue Dr. Jacksonville 28540
Charles L. Garrett 104 Courtland Dr. Jacksonville, NC 28540		Ty Hart 1014 Foscue Jacksonville 28540
Alicia H. Ragsdale 628 Shadowwood Dr. Jacksonville, NC 28540		Tom Pitman 111 Tweed Dr. Jacksonville 28540
Robert T. Swindell, Jr. 1514 Clifton Rd. Jacksonville, NC 28540		Carl Ragsdale 628 Shadowwood Dr. Jacksonville 28540
	Kinston, Holy Innocents	
Melvin Whitfield Rt. 4, Box 317 Kinston, NC 28501		Marguerite Whitfield Rt. 4, Box 317 Kinston, NC 28501
George Bryan Rt. 4, Box 371 Kinston, NC 28501		Betty Bryan Rt. 4, Box 371 Kinston, NC 28501
Odelle Taylor Rt. 1, Box 57 Seven Springs, NC 28525		Ruth Howell Rt. 4, Box 408 Kinston, NC 28501
	Kinston, St. Augustine's	
Justice Bannerman 406 Holloway Dr. Kinston, NC 28501		Donald Pollock P. O. Box 3342 Kinston, NC 28502
	Kinston, St. Mary's	
Coleman Hardy 1803 Cambridge Dr. Kinston, NC 28501		Harcourt R. Burns Jr 2110 Hardee Rd. Kinston, NC 28501
Kelly A. Tingle 2001 Cambridge Dr. Kinston, NC 28501		P. C. Barwick, Jr. 1602 Greenbriar Kinston, NC 28501
Martha Sherman 1904 Cambridge Dr. Kinston, NC 28501		Scott H. Bowen 2404 Woodview Rd. Kinston, NC 28501

DELEGATES		ALTERNATES
	(Kinston, St. Mary's)	
Ella Green Weyher 1108 W. Vernon Ave. Kinston, NC 28502		J. Donald Skinner 2715 Hodges Rd. Kinston, NC 28501
C. Robert Nielsen 1900 St. George Place Kinston, NC 28501		John Sherman, Jr. 1904 Cambridge Dr. Kinston, NC 28501
	Lake Landing, St. George	
June Liverman P. O. Box 218 Engelhard, NC 27824		Jimmie Spencer P. O. Box 67 Engelhard, NC 27824
	Lumberton, Trinity	
Davis Barnard 201 W. 33rd St. Lumberton, NC 28358		
Jody Barnard 201 W. 33rd St. Lumberton, NC 28358		
Betty Westfall 2502 Rowland Ave. Lumberton, NC 28358		
	Morehead City, St. Andrew's	
Frederick A. Odell 103 N. Tree Fern Dr., Brandywine Bay Morehead City, NC 28557		
Marty M. Kreamer 120 Chip Shot Dr. Morehead City, NC 28557		
Harriet W. Gruber 205 S. 21st St. Morehead City, NC 28557		
Doris W. Boulton 67 Webb Court, Spooners Creek E. Morehead City, NC 28557		
	Murfreesboro, St. Barnabas	
Acheson Harden P. O. Box 327 Mufreesboro, NC 27855		

DELEGATES		ALTERNATES
	Nags Head, St. Andrew's	
Haven Newton 121 Tall Pine Lane Kitty Hawk, NC 27949		Katy Newton 121 Tall Pine Lane Kitty Hawk, NC 27949
Nick van Laer 39 Eagles Nest Lane Kitty Hawk, NC 27949		Helen van Laer 39 Eagles Nest Lane Kitty Hawk, NC 27949
Helen Cliborne P. O. Box 596 Nags Head, NC 27959		Connie Mebane P. O. Box 387 Manteo, NC 27954
	New Bern, Christ	
Mark T. Colby 449 Gatewood Dr. New Bern, NC 28562		Dru Eckberg 524 E. Front Srt. New Bern, NC 28560
Carolyn B. Latham 3412 Windsor Dr. New Bern, NC 28562		William E. Gibbons 4922 Morton Rd. New Bern, NC 28562
C. Kennedy McCotter 4518 W. Fairway Dr. New Bern, NC 28562		Arthur R. Hobday 3603 Norwich Rd. New Bern, NC 28562
Mary S. Parrish 217 Change St. New Bern, NC 28560		Libby W. Kopliner 4502 Wentworth Court New Bern, NC 28562
David A. Stoller 2432 Tram Rd. New Bern, NC 28562		Edward B. Latham 3412 Windsor Dr. New Bern, NC 28562
	New Bern, St. Cyprian's	
Clarence C. Stewart 715 New St. New Bern, NC 28560		Angela Dixon 911 Cedar St. New Bern, NC 28560
John Robinson 1621 Lincoln St. New Bern, NC 28560		Deloris Faison P. O. Box 728 New Bern, NC 28560
	Northwest, All Souls	
Carol Carroll Rt. 2, Box 31 Riegelwood, NC 28456		Betty Massari P. O. Box 175 Riegelwood, NC 28456

DELEGATES		ALTERNATES
	Oriental, St. Thomas	
Ralston Welch Rt. 65, Box 360 Arapahoe, NC 28510		Bobbie McIntosh P. O. Box 570 Oriental, NC 28571
Grace Evans P. O. Box 355 Oriental, NC 28571		George Robinson P. O. Box 761 Oriental, NC 28571
	Plymouth, Grace	
Jean D. Fordham 108 Madison St. Plymouth, NC 27962		A. Papineau 916 E. Main St. Plymouth, NC 27962
D.W. Ferguson 105 Long Leaf Dr. Plymouth, NC 27962		Sabrie Reid P. O. Box 782 Plymouth, NC 27962
Sylvia Ferguson 105 Long Leaf Dr. Plymouth, NC 27962		
	Roper, St. Luke's/St. Anne's	
Muril Wallace P. O. Box 85 Roper, NC 27970		Kathryn Wallace P. O. Box 85 Roper, NC 27970
	Roxobel, St. Mark's	
Mary E. Whitted P. O. Box 235 Roxobel, NC 27872		Marie B. Hopper Rt. 1, Box 62 Kelford, NC 27847
	Shallotte, St. James	
Ralph Heil 521 Great Oak Circle Sunset Beach, NC 28459		James Callan Rt. 2, Box 214G Supply, NC 28462
Diana Heil 521 Great Oak Circle Sunset Beach, NC 28459		Bertie Callan Rt. 2, Box 214G Supply, NC 28462
	Sladesville, St. John's	
Forest Sears, Jr. Rt. 1, Box 163 Scranton, NC 27875		Florence Williams Rt. 1, Box 105 Scranton, NC 27875

DELEGATES		ALTERNATES
	Southport, St. Philips	
Jean S. Fairley 216 W. Bay St. Southport, NC 28461		Carol Boyd 113 Caswell Beach Rd Caswell Beach 28465
Jack P. Fairley 216 W. Bay St. Southport, NC 28461		William A. Boyd 113 Caswell Beach Rd Caswell Beach 28465
George A. Ellis 319 E. Bay St. Southport, NC 28461		William H. Crowe 101 N. Atlantic St. Southport, NC 28461
	Sunbury, St. Peter's	
Joyce E. Brown Rt. 1, Box 36 Sunbury, NC 27979		Bedford H. Brown Rt. 1, Box 36 Sunbury, NC 27979
	Swansboro, St. Peter's	
Frank W. Harrington 7308 Archer's Creek Drive Emerald Isle, NC 28594		Esther Bristow 105 Stuart Ave. Emerald Isle 28594
J. Thomas Stack 7020 Sound Dr. Emerald Isle, NC 28594		Betty L. Hagood 7226 Sound Dr. Emerald Isle 28594
Jeanne P. Jones Rt. 3, Box 78 Hubert, NC 28539		
	Thomas Landing, St. Philip's	
Bill Ward Rt. 2, Box 255 Holly Ridge, NC 28445		Diane Ward Rt. 2, Box 255 Holly Ridge NC 28445
	Trenton, Grace	
P. Frank Richardson P. O. Box 608 Trenton, NC 28585		Rosemary Gibson C/O Grace Church Trenton, NC 28585
	Vanceboro, St. Paul's	
Brittann Cleve P. O. Box 435 Vanceboro, NC 28586		Daphne Cleve P. O. Box 215 Vanceboro, NC 28586

DELEGATES		ALTERNATES
	(Vanceboro, St. Paul's)	
Sally Donnel P. O. Box 86 Vanceboro, NC 28586		Hazel Cleve P. O. Box 216 Vanceboro, NC 28586
	Washington, St. Paul's	
Charles D. Jones Rt. 2, Box 173 Washington, NC 27889		Eric Colloymore 1218 Washington St. Washington, NC 27889
	Washington, St. Peter's	
Alice D. Lynch 217 Alderson Rd. Washington, NC 27889		Sue Graves 1301 Summit Ave. Washington, NC 27889
Carol Tayloe 525 Isabella Ave. Washington, NC 27889		C.A. Mann, Jr. 624 W. Main St. Washington, NC 27889
Crawford A. Mann 117 W. 11th St. Washington, NC 27889		R. Hodges Hackney Rt. 5, Box 60 Washington, NC 27889
Richard A. Barber 106 Holyoke Dr. Washington, NC 27889		Nancy R. Meek 110 Lauren Place Washington, NC 27889
B. Dewey Walker 113 Isabella Ave. Washington, NC 27889		
	Washington, Zion	
Frances Douglas Rt. 4, Box 330 Washington, NC 27889		Julian S. Cutler Rt. 1, Box 476 Washington, NC 27889
		Martha Sullivan Rt. 2, Box 476 Washington, NC 27889
	Whiteville, Grace	
Steve Beck Wedgewood Dr. Whiteville, NC 28472		Carol Schriber 104 S. Madison St. Whiteville, NC 28472
Lisa Richey 167 Canal Whiteville, NC 28472		William Sutton 219 N. Madison St. Whiteville, NC 28472

DELEGATES		ALTERNATES
	Williamston, Advent	
Mary Charles Coppage 702 School Dr. Williamston, NC 27892		William J. Bridgen 207 Marshall Ave. Williamston NC 27892
William R. Peel 300 Woodlawn St. Williamston, NC 27982		Lurene Bridgen 207 Marshall Ave. Williamston NC 27892
Frances Peel 300 Woodlawn St. Williamston, NC 27892		Christine Myers P. O. Box 246 Jamesville, NC 27846
	Wilmington, Good Shepherd	
Charlotte Magee 2049 E. Lake Shore Dr. Wilmington, NC 28401		Wes Magee 2049 E. Lake Shore Wilmington, NC 28401
Dennis Sealey P. O. Box 323 Leland, NC 28451		Julia Sealey P. O. Box 323 Leland, NC 28451
Jere Lewis 4954 Wilderness Dr. Wilmington, NC 28403		Robert Risley 512 Bay Cove Lane Wilmington, NC 28405
		E. L. Nunn 612 S. Lorraine Cir. Wilmington, NC 28403
	Wilmington, Church of the Servant	
Ann Hines 330 Mohican Trail Wilmington, NC 28403		Becky Eckhardt 409 Stradleigh Rd. Wilmington, NC 28403
Ken Moll 11 Crofter's Court Leland, NC 28451		Jean Moll 11 Crofter's Court Leland, NC 28451
Susan Sims 1704 Chestnut St. Wilmington, NC 28405		Keith Hines 330 Mohican Trail Wilmington, NC 28403
		Bett Woodbury 416 S. Front St. Wilmington, NC 28401

DELEGATES	ALTERNATES
Wilmington, St. Andrew's on-the-Sound	
Louis Aiello Rt. 2, Box 337 Castle Hayne, NC 28429	Ronald Jamieson 2810 Willow St. Wilmington, NC 28405
Mike Pridgen 1716 Chestnut St. Wilmington, NC 28403	Margaret Atkinson 4925 Wrightsville Av Wilmington, NC 28403
William Young 6309 Pintail Court Wilmington, NC 28403	Katharine Alexander 241 Bradley Dr. Wilmington, NC 28403
Carter Atkinson 4925 Wrightsville Ave. Wilmington, NC 28403	Patricia Howe 633 Hughes Rd. Hampstead, NC 28443
Wilmington, St. James	
Brad Cantwell 4209 Appleton Way Wilmington, NC 28403	Ann Cook P. O. Box 704 W'ville Bch, 28480
Rick Willetts 1110 Windsor Dr. Wilmington, NC 28403	Tommy Baysden 114 Nun St. Wilmington, NC 28401
James Lee 49 Scotts Hill Loop Rd. Wilmington, NC 28405	Nancy Cantwell 4209 Appleton Way Wilmington, NC 28403
Dale Holland 1301 Country Club Rd. Wilmington, NC 28403	Allene Keith 218 Princess St. Wilmington, NC 28401
Dickson Baldridge 2622 Columbia Ave. Wilmington, NC 28403	Cindy Baysden 114 Nun St. Wilmington, NC 28401
Wilmington, St. John's	
Lyman Goff 4105 Halifax Rd. Wilmington, NC 28403	Dee Keifer 1602 Robt. E. Lee Dr Wilmington, NC 28403
Dennis Sporre 13B Cypress Grove Wilmington, NC 28403	Jean Welter 306 Friendly Shores Wilmington, NC 28403
Anne Cochran 336 Stradleigh Rd. Wilmington, NC 28403	John King 2309 Lynnwood Dr. Wilmington, NC 28403

DELEGATES		ALTERNATES
	(Wilmington, St. John's)	
Channing Daniel, Jr. 7 Oak Landing Rd. Wilmington, NC 28403		John R. Andrew 1137 Forest Hills Dr Wilmington, NC 28403
William Morris 109 Windlass Dr. Wilmington, NC 28403		Donald Hickman 2816 Columbia Ave. Wilmington, NC 28403
	Wilmington, St. Mark's	
Vernelle Best 609 Orange St. Wilmington, NC 28401		Mary Fulton 1503 Rankin St. Wilmington, NC 28401
Leonard Green 513 N. 10th St. Wilmington, NC 28401		Ann Wilborn 1001 Monitor, Apt.7 Wilmington, NC 28403
Russell West 106 Brier Rd. Castle Hayne, NC 28429		Paul Kane 323 Bristol Rd. Wilmington, NC 28403
	Wilmington, St. Paul's	
Mike Ligon 233 Pilgrim Circle Wilmington, NC 28403		Linda Ligon 233 Pilgrim Circle Wilmington, NC 28403
Joe Farr 1812 Market St. Wilmington, NC 28403		Gerald Watkins 226 Oakburst Rd. Wilmington, NC 28403
Dale Todd 219 Keaton Ave. Wilmington, NC 28403		Mary Glenn Watkins 226 Oakburst Rd. Wilmington, NC 28403
	Windsor, St. Thomas	
Linnie Perry Lazy Hill Rd. Colerain, NC 27924		Tra Perry Lazy Hill Rd. Colerain, NC 27924
Lloyd C. Smith, Jr. 401 S. Queen St. Windsor, NC 27983		Retha Smith 401 S. Queen St. Windsor, NC 27983
Clara B. Bell 407 S. King St. Windsor, NC 27983		H. M. Bell 407 S. King St. Windsor, NC 27983

DELEGATES		ALTERNATES
	Woodville, Grace	
T. W. Griffin P. O. Box 490 Lewiston, NC 27849		C. B. Griffin, Jr. P. O. Box 429 Lewiston, NC 27849
	Yeatesville, St. Matthew's	
Edward H. Meyer, Jr. 105 Goose Creek Dr. Washington, NC 27889		

Fayetteville, St. John's
Beth Ann Pollard
303 Guilford Place
Fayetteville, NC 28303

Goldsboro, St. Stephen's
Mary Snowden
205 Glen Oak
Goldsboro, NC 27530

Greenville, St. Paul's
Bert Powell
511 Bremerton Dr.
Greenville, NC 27858

Greenville, St. Timothy's
Kathryn Tucker
543 Crestline Blvd.
Greenville, NC 27834

Jacksonville, St. Anne's
Johnny Lancaster
119 Ramona Ave.
Jacksonville, NC 28540

Lumberton, Trinity
Jeff Hoekstra
1019 Riverside Blvd.
Lumberton, NC 28358

New Bern, Christ
Alison Kafer
3412 Camelot Dr.
New Bern, NC 28560

Washington, St. Peter's
Corbin Meek
110 Lauren Place
Washington, NC 27889

Whiteville, Grace
Nancy Elizabeth Gardner
104 Woodfield Rd.
Whiteville, NC 28472

JOURNAL OF PROCEEDINGS
ONE HUNDRED AND SIXTH ANNUAL CONVENTION
HILTON INN, GREENVILLE, NC

On Friday, February 3, 1989, at 9:00 a.m., The Rt. Rev. Brice Sidney Sanders called the One Hundred and Sixth Annual Convention of the Diocese of East Carolina to order.

Prayer was conducted by Bishop Sanders before beginning the business session of the Convention.

Nominations were opened for Executive Secretary. Ginny Shew nominated The Rev. A. C. Marble, Jr. as Executive Secretary of the Convention. The nomination was seconded; nominations were closed and The Rev. Mr. Marble was duly elected.

Bishop Sanders then announced that Mr. Horace Stacy is resigning as Chancellor of the Diocese. Bishop Sanders nominated Mr. P. C. Barwick as Chancellor of the Diocese of East Carolina. The nomination was seconded; nominations were closed and Mr. Barwick was duly elected.

Bishop Sanders announced that Mr. William S. Page, Sr. is retiring as Treasurer of the Diocese.

Ginny Shew nominated Mr. Wallace Weeks for the Office of Treasurer. The nomination was seconded; nominations were closed and Mr. Weeks was duly elected. Bishop Sanders expressed his and the diocese's gratitude to Mr. Page and Mr. Stacy for their continuing assistance over the years.

Bishop Sanders appointed Mr. Ted Gartman as Dispatch of Business for the 1989 Convention.

Bishop Sanders announced the Convention Committee, comprised of the following members: Mr. Robert VanVeld, Chairman; The Rev. Richard Warner; Mrs. Helen Rountree; Mrs. Linda Davis; Mrs. Norma VanVeld; The Rev. Pat Houston; Mrs. Katerina Whitley; Mrs. Billie Craft and Mr. Charles O'Bryant. Bishop Sanders expressed the appreciation of the Diocese for the fine work the Convention Committee has done.

Mr. Robert VanVeld, Chairman of the Convention Committee, was called upon and gave his report as follows: He expressed his thanks to the committee members for their work in preparation for the convention. Mr. VanVeld also solicited advice and input of the convention on preparations for the 1990 convention, which are already underway.

Mr. VanVeld then moved for the adoption of the proposed agenda, as shown in the workbook. The motion was seconded; there was no discussion; the motion was carried and the proposed agenda was duly adopted.

Bishop Sanders welcomed new members to the Convention and also welcomed Youth Representatives from several congregations.

Bishop Sanders then proceeded to appoint committees as follows: Nominations Committee: Mrs. Ginny Shew, Chairman; Mr. Frank DeGrasso; Mrs. Octavia Kelly; Mr. Joseph Price and Mr. Justice Bannerman. Committee on Bishop's Address: The Rev. James Cooke, Chairman; The Rev. Julian Cave; Mrs. Nancy Meek; Mrs. Alicia Ragsdale, and Mr. John Robinson. Credentials Committee: The Rev. A. C. Marble, Jr., Chairman; Mrs. Norma VanVeld; The Rev. Mid Wootten and Mr. Bill Sneed. Courtesy: Mrs. Carol Tayloe, Chairman; Mrs. Libba Pate; Mr. Lamar Williams and Mr. Melvin Whitfield. Canons: Mr. John Carter, Chairman; Mr. Larry Overton; Mr. P. C. Barwick; The Rev. Edward Sharp; The Rev. Don Porcher; and The Rev. John Gibson. Parishes and Missions: The Rev. James Boyd, Chairman; Mrs. Carolyn Duckett; Mr. William Morris; The Rev. Josh MacKenzie, and Mrs. Mae Butler. Resolutions: The Rev. Lucy Talbott, Chairman; The Rev. Robert Cook; Mrs. Mary Foytik; Mr. Lamar Williams, Jr., and Mrs. Joyce Brown.

Bishop Sanders introduced the new clergy that had moved into the Diocese since last year. They were as follows: The Rev. Kathleen Awbrey, St. John's, Edenton; St. Mary's, Gatesville and St. Peter's, Sunbury; The Rev. Tom Cure, St. Paul's, Clinton; The Rev. Gary Fulton, St. Thomas, Bath; St. James, Belhaven; St. George's, Lake Landing, All Saint's, Fairfield, Calvary, Swanquarter and St. John's, Sladesville; The Rev. Ashley Hunt; St. Thomas, Windsor; The Rev. Russell Johnson, Trinity, Lumberton; The Rev. Michael McEwen, Assistant at St. John's, Fayetteville; The Rev. Webster Simons, St. Anne's and St. Luke's, Roper; Galilee and Christ, Creswell and St. Andrew's, Columbia.

Bishop Sanders recognized The Rev. John C. Rivers who has retired to the Diocese from the Diocese of Washington.

Bishop Sanders then introduced the new vocational deacons. They were as follows: Mr. Michael Ligon, St. Paul's, Wilmington; Mrs. Gloria Price, St. Stephen's, Goldsboro; and Mr. William Ray, St. Andrew's, Wilmington.

Bishop Sanders introduced and welcomed the seminarians. They were as follows: Mr. Albert Case, Mrs. Sara Krantz, and Mr. King McGlaughon, General Theological Seminary, Mr. Jeremiah Day, Mrs. Margaret Ingall, Dr. Herbert Plimpton, Virginia Theological Seminary; Mrs. Maxine Maddox and Mr. Ernest Oliver, Sewanee.

Mrs. Ginny Shew, Chairman of the Nominations Committee, was then called upon and gave her report as follows: She expressed her appreciation to the delegates who submitted their nominations for offices early so they could be published in Cross Current. She advised that a list of the offices to be filled were shown on Page 25 of the workbook, and that a nomination form was on Page 27 of the workbook. Further nominations will be accepted until 1:00 p.m. on February 3, 1989, and must be accompanied by the consent of the nominee. Mrs. Shew moved that the Convention vote by majority. Bishop Sanders explained the change in procedure; that the Convention usually votes by plurality. The motion was seconded; there was no discussion and the motion was carried.

The Rev. A. C. Marble, Jr., Chairman of the Credentials Committee, was called upon and gave his report as follows: It was reported that sixty-two clergy were present; one hundred and sixty-five delegates; eighty-one alternates; six retired clergy and one hundred and one guests.

Nominations were opened for members of the Standing Committee, in addition to those listed in the workbook. There being no further nominations from the floor, nominations were closed.

The Rev. Richard Warner outlined the objectives of the discussion groups. The six goals identified for this Diocese over the past several years will be the topic of discussion groups and the groups will meet following Bishop Sanders address.

Bishop Sanders then presented his address. (Refer to Page 55)

The Rev. Richard Warner was called upon to organize the convention for group discussion. Group discussion included delegates and alternates.

The Rev. George Muir, Chairman of the Standing Committee, was called upon for his report, found on Page 82 of the workbook. The Rev. Mr. Muir's report will be accepted as filed.

Mrs. Shew was then called upon for the election fo the Standing Committee. The clergy nominees are: The Rev. Edward Dunlap, Goldsboro; The Rev. Josh MacKenzie, Elizabeth City; The Rev. Frank Ross, Southport; The Rev. Henry Witten, Havelock. The lay nominees are: Mrs. Muriel Brothers, Washington; Mr. Hodges Hackney, Washington; Mr. Robert Nielsen, Kinston; and Mrs. Helen Rountree, Greenville. Bishop Sanders called for a majority vote for the Standing Committee. Ballots were distributed.

Bishop Sanders announced that a report has been filed by Mr. Claud Wheatley on the report of Foundation and was passed out to the convention.

The Rev. Lucy Talbott was called upon for the introduction of resolutions.

The Rev. Ms. Talbott read Resolution 1 concerning Mr. William Page's retirement. (Refer to Page 183) Bishop Sanders called for a vote on this resolution today; said resolution was duly passed by the convention.

The Rev. Ms. Talbott read Resolution 2 concerning Mr. Horace Stacy's resignation. (Refer to Page 184) Bishop Sanders again called for a vote on this resolution; said resolution was duly passed by the convention.

The Rev. Ms. Talbott read Resolution 3 regarding the work of Mrs. Katerina K. Whitley (Refer to Page 185) Bishop Sanders called for a vote on this resolution; said resolution was duly passed by the convention.

The Rev. Ms. Talbott commented on other resolutions concerning letters of policy or ideas. These resolutions will be addressed by speakers on behalf of the resolutions and time be allowed for those

wishing to speak against the resolutions.

The resolution on Stewardship found on Page 93 of the workbook, called for continued commitment on 50/50 giving. (Refer to Page 178) Mr. Clarence Leary presented this resolution and spoke in favor; no one spoke against.

The Rev. Ms. Talbott read the next resolution on the National Council of Churches. (Refer to Page 181) This resolution was presented by The Rev. Russell Johnson who spoke in favor; no one spoke against.

The Rev. Talbott read the next resolution on the Year of Prayer for Evangelism. (Refer to Page 179) This resolution was presented by Mrs. Bettie Stokes. The Rev. Josh MacKenzie spoke in favor; no one spoke against.

The next resolution concerned Increased Communication Within the Church. (Refer to Page 180) This resolution was presented by The Rev. Jud Mayfield, who spoke in favor; no one spoke against.

The next resolution concerned Support of Seminaries. This resolution was presented by Mr. Clarence Leary, who spoke in favor; no one spoke against.

Bishop Sanders spoke to the financial hardships being experienced by parishes, seminaries and dioceses and asked for continued support.

Mrs. Katerina Whitley was called on for her report on Christian Social Ministries. (Refer to Page) Mrs. Whitley commented on the needs of farmworkers and expressed deep gratitude to Ms. Amy Trester for her work. She asked for the support of the convention and their commitment to this program. Mrs. Whitley outlined the committee's new work which is more fully explained in her report.

Bishop Sanders announced that The Rt. Rev. William Stough has been appointed Director of the Presiding Bishop's Fund for World Relief. Bishop Sanders also announced that Nancy Craig is Chairman of the Diocesan Hunger Commission and Province IV Hunger Commission. He congratulated her for her fine work throughout the southeast.

The Rev. Mid Wootten was called upon for his report on the North Carolina Council of Churches. (Refer to Page 182) The Rev. Mr. Wootten outlined the activities currently on the agenda of the North Carolina Council. The Rev. Mr. Wootten commented on the confusion in the Diocese concerning bail funds for Mr. Eddie Hatcher and Mr. Timothy Jacobs by the National Council of Churches. For clarification, The Rev. Mr. Wootten explained that the North Carolina Council of Churches is not connected financially or administratively with the National Council of Churches, and the North Carolina Council played no role in the granting of those funds.

Mrs. Ginny Shew advised that there was no majority in the vote for lay nominations for Standing Committee. Ballots were passed out for a second vote. The second vote nominees are: Mr. Hodges Hackney, Mr.

Robert Nielsen and Mrs. Helen Rountree.

Bishop Sanders then gave a report on "Our Shared Vision". He stated that $2,205,337.00 was pledged and, at this point, $1,965,000 has been paid. The final note on Our Shared Vision has now been paid.

The Rev. Lucy Talbott was called upon for her report on the Commission on Ministry. (Refer to Page 148) The full report is found on pages 68 and 69 of the workbook. The Rev. Ms. Talbott also addressed the problem of placing women priests.

Bishop Sanders welcomed The Rev. Bonnie Clarke to the Diocese, who has just moved to Goldsboro.

Bishop Sanders acknowledged The Rev. Tony Campbell, of Pawley's Island, South Carolina, and commented on his development of an outreach ministry in Pawley's Island. His ministry has grown from a $50,000 ministry to one of over $450,000, which supports 9 different outreach ministries. They have just received a gift of $1,000,000 in support of that ministry.

The Rev. Mr. Campbell led Noon Day Prayers. The morning session of the Convention was adjourned until 2:00 p.m.

Mr. John Carter, Chairman of the Committee on Constitution and Canons, was called upon by Bishop Sanders to give his report. (Refer to Page 189) There is one proposed change which is found on page 95 of the workbook, and involves the composition of the Commission on Ministry. The change to Canon 13, Section 1, will add 1 Vocational Deacon. Hearings will be held on this matter in Room 604 of the Hilton after today's session.

Bishop Sanders announced that The Rev. Josh MacKenzie has been elected to the Standing Committee; (Clergy) The Rev. Ed Dunlap has been elected to fill a 2 year unexpired term.

The Rev. James Cooke was called upon for his report on the Vocational Diaconate.

Mrs. Patti Hutaff was called upon to give her report on Planning, Design, and Construction for Mr. John Jeffries. (Refer to Page 159)

The Rev. Janet Watrous was called upon for her report on St. Mary's College. (Refer to Page 173) The Rev. Mrs. Watrous indicated that her full report appears on page 90 of the workbook, and summarized the current activities at St. Mary's College. The Rev. Mrs. Watrous expressed her appreciation for the support of the entire Diocese.

Mrs. Ginny Shew announced that a second vote for the Standing Committee, Lay, will be taken between Mr. Hodges Hackney and Mrs. Helen Rountree since a majority vote has not yet been achieved.

The Rev. Jim Hinkley was called upon for his report on Land Stewardship. Mr. Hinkley expressed his appreciation for the sponsorship of the Diocese and summarized his report.

Bishop Sanders spoke to the current problems with destroying our environment, and feels that Jim Hinkley and the Land Stewardship Council is one of our front lines of defense. Bishop Sanders asked for the continued financial support of this program.

Mrs. Beth Sloane Hitt was called upon for her report on the National Cathedral in Washington, D.C. Mrs. Hitt summarized her report and announced that in 1990, the Cathedral will be finished. She thanked the convention for their past and continued support and efforts.

Bishop Sanders then called upon Mrs. Nancy Broadwell, President of the Episcopal Church Women for her report. (Refer to Page 154) Mrs. Broadwell outlined the goals and functions of the group and updated the convention on current activities.

Bishop Sanders announced the election of Mrs. Helen Rountree to the Lay Standing Committee.

Bishop Sanders commented on the United Thank Offering. A UTO Grant enabled a bus to be bought for migrant farmworkers. Other grants have enabled many ministries in this diocese. Bishop Sanders urged delegates to contribute to the blue boxes found on their tables.

The Rev. Cyril Burke was called upon for his report on St. Augustine's College. The Rev. Mr. Burke thanked the convention for its support of St. Augustine's. He announced that St. Augustine's is attempting to raise $17,000,000 and also outlined the current activities at St. Augustine's. He announced plans to renovate the chapel which was built in 1895 by students.

Mrs. Ede Baldridge was called upon for the Prison Ministry report for Mr. Ollie Toomey. (Refer to Page 160) Mrs. Baldridge advised that the full report appears on page 80 of the workbook and one correction needs to be made: 3,700 children were served, not 37,000.

Mr. Clarke Plexico from Kanuga Conference Center was called upon by Bishop Sanders. (Refer to Page 171) Mr. Plexico pointed out that in addition to the conference center, Kanuga has camps for children. He then outlined the activities of the center and the upcoming conferences that are currently scheduled.

Bishop Sanders called upon The Rev. Frank Ross for his report on the Commission on Ageing. (Refer to Page 149) The Rev. Mr. Ross discussed the purpose of the Commission on Ageing and upcoming conferences.

Bishop Sanders called Mr. Robert Adams, Chairman of the Stewardship Development Commission, for his report. Mr. Adams spoke of the diocese's new Stewardship Development Officer This position is half-funded by the National Church ($30,000). Mr. Glenn Richards was chosen for this position. Mr. Adams then read a statement on the position of the Stewardship Development Officer and outlined its various objectives: To create an awareness among members of the Diocese of the advantages of thoughtful planning as faithful stewards of God's generosity and to stimulate interest among parishes in the Diocese for members to respond with gifts for the mission and ministry of the church.

Mr. Adams then introduced Mr. Glenn Richards, Director, to give his comments on the program.

Mr. Glenn Richards discussed planned or deferred giving to the church for those who are unable to give now and encouraged the convention to consider this. He announced that brochures were available at the Planned Giving booth. Articles will be appearing in Cross Current on the subject and Mr. Richards will be available for further discussion.

Bishop Sanders called upon Mr. Clarence Leary, Chairman of the Stewardship Committee, to give his report. (Refer to Page 163) Mr. Leary announced that St. John's, Wilmington, is the largest contributor, percentage-wise, of any parish in the Diocese. Mr. Leary summarized the efforts of the committee and its future goals, which appear in full on page 83 and 84 of the workbook.

Bishop Sanders gave a procedural statement on the budget and all resolutions presented. At the conclusion of the afternoon session, hearings will be held on the budget and on all resolutions. The locations of such hearings will be announced. The purpose of the hearings are to answer any questions or provide clarification.

Dr. Allen Hornthal presented the 1989 Proposed Budget. (Refer to Page 79) The budget is on pages 37-41 of the workbook. Dr. Hornthal then submitted the 1989 Proposed Budget for acceptance following hearings to be held on February 4th.

Bishop Sanders called upon Mr. Don Hickman to present his report of the Clergy Salary Study Committee. (Refer to Page 138) Mr. Hickman expressed thanks to the members of the committee: Mrs. Frances Jillcott, The Rev. Robert Holt, Mrs. Helen Cliborne, The Rev. Fred Fordham, The Rev. James Cooke, Mr. Channing Daniel, Mr. Charlie O'Bryant and The Rev. Phillip Craig. The full salary report begins on page 58 of the workbook. Mr. Hickman discussed the Annual Compensation Review Process. The recommendation for 1989 is a 4.5% salary increase for clergy, based upon the cost of living index. Mr. Hickman outlined several areas of the minimum supply clergy remuneration and benefits for retired clergy. Bishop Sanders thanked Mr. Hickman and his committee and announced that there will be a hearing at 5:30 p.m. on the report of the Clergy Salary Study Committee. The report will be presented tomorrow for debate.

Bishop Sanders called upon Dr. John Horton for his report on the Coalition of Black Episcopalians. Dr. Horton presented some background on the formation of the Coalition which was due to concerns about black participation on Diocesan levels. Dr. Horton commented on a retreat that had been held at Trinity, at which Barbara Harris was a speaker. The Coalition operates out of its own funds and does not request money from the Diocese. There is a delegation of seven that plan to attend the consecration of The Rev. Barbara Harris. Dr. Horton announced that there would be other activities of the Coalition coming up and solicited the assistance of the convention.

The Rev. David Chamberlain was called upon to give his report on the Commission on Evangelism (Refer to Page 155) The Rev. Mr. Chamberlain outlined the functions and goals of the Commission and advised that the

full report appears on page 75 and 76 of the workbook.

Bishop Sanders called upon The Rev. Phillip Craig for his report on Leadership. The Rev. Mr. Craig discussed the goal of Leadership Development and summarized his report.

Bishop Sanders commented on the efforts of the Handicapped Camp at Trinity Center and called upon The Rev. Mid Wootten for his report. The Rev. Mr. Wootten outlined the activities of the camp at Trinity Center. A moment of silence was observed in memory of Lila King, a camper, who died this past year.

The Rev. James Boyd was called upon by Bishop Sanders for his report on the Department of Mission. (Refer to Page 151) The Rev. Mr. Boyd advised that his full report appears on page 71 of the workbook and made the following comments: Financial assistance to congregations will amount to about $145,000 for 1989. The next Area Study will consist of the parishes in Goldsboro, Kinston, and Greenville and it is hoped the study will be completed in late spring or early summer. Following these area, it is expected that the parishes of Clinton, Lumberton, Whiteville, Vanceboro, and Grifton will make up the next Area Study. The Rev. Mr. Boyd commented on Christ Church in Hope Mills and their current self-supportive status with a full-time priest.

Bishop Sanders then called upon The Rev. Ton Whiteside for his report on Good Shepherd House in Wilmington. The Rev. Mr. Whiteside commented on the dedication of a day shelter for the poor and homeless in Wilmington. It was also noted that the soup kitchen has now served over 130,000 meals. The Rev. Mr. Whiteside announced the appointment of Mrs. Jessie Sibert as Administrative Director of Good Shepherd House and expressed his thanks for her efforts.

Mr. Jerry Lewis, Coordinator of the soup kitchen, was called upon. Mr. Lewis was recognized as the outstanding citizen in Wilmington for this past year. Mr. Lewis presented a Good Shepherd House "Soup's On" shirt to Bishop Sanders. Bishop Sanders announced that Good Shepherd House was in the Preliminary Budget for $10,000 minimum. However, only $1,000 was proposed.

The Rev. Richard Warner was called upon for his report on the Department of Christian Education. (Refer to Page 131) The Rev. Mr. Warner advised that his full report appears on page 51 of the workbook. In addition, the Rev. Mr. Warner commented on the 5 year goal of the Diocese that was addressed by the Commission this past year. The areas selected to concentrate on were Servant Ministry, Bible Study and Prayer and Spiritual Retreats.

Dr. Charles Garrett was called upon for his report on Trinity Center. Dr. Garrett acknowledged The Rev. William Stringer and Ms. Jacque Mason for their efforts on behalf of Trinity Center while the Center was without a director.

Bishop Sanders introduced those who will be running for offices. Clergy nominees for Executive Council are: The Rev. Julian Cave, The Rev. Gary Fulton, and The Rev. David Chamberlain. The lay nominees for

Executive Council are: Mrs. Helen Cliborne, Mrs. Olgia Dawkins, Mrs. Carolyn Duckett, Mrs. Dill Lynch, Mr. Larry Overton, Mr. George Roraback, Mrs. Martha Sherman, Mr. William Siler, Mr. Robert Swindell, Mrs. Faye Wheeler, and Mr. David Zimmerman.

Nomination for Trustee of the Diocese is: Dr. Charles Garrett. Nominations of the Board of Thompson Children's Home are: The Rev. John Grayson, The Rev. Mid Wootten. Nominations for Trustee of the University of the South are: Mrs. Alicia Ragsdale, Mr. D. C. Wade, and Dr. John Powell.

Bishop Sanders then announced that "Break Bread with Christian Ed" will be in the lobby from 6:30 to 7:30 p.m. Bishop Sanders also announced where various hearings would be held.

At 5:30 p.m., Bishop Sanders adjourned the February 3rd session of the 106th Annual Convention of the Diocese of Eat Carolina.

SATURDAY, FEBRUARY 4, 1989

The second session of the 106th Annual Convention of the Diocese of East Carolina was called to order at 9:00 a.m. by Bishop Sanders. Bishop Sanders delivered opening prayers and presented his Homily before beginning the legislative session of the Convention.

Bishop Sanders then explained the rules of elections and the assembly voted for the offices to be filled. He also reported that the Standing Committee had elected their officers for the coming year: The Rev. Pat Houston, President: The Rev. Ed Dunlap, Vice-President, and Mrs. Helen Rountree, Secretary.

Mrs. Marty Gartman was called upon for her report on College Work at ECU. (Refer to Page 132) Mrs. Gartman commented on the election of The Rev. Barbara Harris as a Bishop. She then recognized Mr. Alan Manning as the first college student to be an official delegate and the alternate, Miss Arnette Hurd.

Bishop Sanders commended Mrs. Gartman for the outstanding job she is doing.

The Rev. Chris Mason was then called upon for the report on Youth. (Refer to Page 165) The Rev. Mr. Mason outlined the progress of the Youth Program over the past seven years while being in the Diocese and acknowledged the Youth Representatives present at the Convention. The Rev. Mr. Mason advised that his full report appears on page 85 of the workbook.

Youth Director, Carol Taylor, was called upon for her report on 1988 Summer Camping and Youth Program. (Refer to Page 165) Ms. Taylor thanked The Rev. Mr. Mason for his leadership and his commitment to the youth program in the Diocese. Ms. Taylor outlined the activities and growth of the summer camping program and commented on the camp for the handicapped and its activities. Camp brochures are being printed and will be distributed shortly.

Bishop Sanders announced that he attended the Youth Convention at

St. Paul's in Edenton, where there were over 200 people present. The Bishop thanked Chris Mason and Carol Taylor for all they have done and pledged continued support of the entire Diocese for this program.

Dr. Allen Hornthal was called upon to present the 1989 Proposed Budget. Dr. Hornthal reported that budget hearings were held yesterday afternoon and presented the 1989 proposed budget for adoption. The motion was seconded; there being no discussion, the 1989 proposed budget was accepted as presented by Dr. Hornthal.

Bishop Sanders called upon The Rev. Robert Beasley for his report on the Committee on Racism. Mr. Beasley stressed the need for a network of people for communication on the subject of racism. It is hoped that a series of workshops can be set up to address this issue.

Mr. William Moore, Director of Thompson Children's Home, was called upon for his report. Mr. Moore discussed the program for the mentally retarded, covering ages 14 to 39, to allow respite for family members or other caregivers. Mr. Moore thanked the convention for its continued support.

Bishop Sanders commented on the efforts to decrease the dependence on foundation income by $20,000.00 per year in order to rechannel those funds into Creative Christian Stewardship Grants. The Bishop also indicated that UTO boxes are on the tables and encouraged the membership to donate to this program.

Bishop Sanders announced that the ECW Province IV Conference is open to all women and Mrs. Billie Craft, President of the Province, is encouraging all women to attend.

The Rev. Michael McEwen was called upon to give his report on the Communications Committee. (Refer to Page 150) The Rev. Mr. McEwen discussed the Cross Current and its continued growth in spite of increased expenses. He discussed the recommendation of joint publications with The Episcopalian to control expenses. This recommendation was approved by the Bishop and should be in place by the April edition. The Rev. Mr. McEwen solicited the writing on the convention to be included in Cross Current/Episcopalian. Mrs. Ede Baldridge will be available to help edit such contributions. The Committee is working to produce a 20 minute videotape which will focus on the stated goals of the Diocese and will be available for all parishes to bring parishes up to date on what is happening in the Diocese. A survey has been circulated seeking those with any broadcast production experience to help in this endeavor.

Bishop Sanders called upon The Rev. Lucy Talbott to present the resolutions. The Rev. Ms. Talbott advised that hearings were held yesterday afternoon on the resolutions, which led to a few revisions and one substitution. There are 3 resolutions of thanksgiving for the work and ministry of some significant people: Mr. William Page, Sr., Mr. Horace Stacy, and Mrs. Katy Whitley. "Mrs. Vernon R." Whitley will be changed to read "Mrs. Katerina" Whitley. This is the only correction involving this resolution. (Refer to Pages 183-185)

The Rev. Ms. Talbott then referred the assembly to page 93 of the workbook concerning the Stewardship Resolution. (Refer to Page 178) There were no revisions to this resolution; the Committee moved for the adoption. Mr. Jack Fairley commented on the economics of the resolution. There being no discussion, the assembly voted and the resolution was adopted.

The Rev. Ms. Talbott introduced the next resolution concerning the National Council of Churches. Revisions to this resolution were outlined by The Rev. Ms. Talbott and the Committee moved for the adoption as revised. The motion was seconded. The following members spoke in favor of the resolution regarding bail bond funds: The Rev. Russell Johnson, Trinity Church, Lumberton; Mrs. Pat Howe, St. Andrew's on-the-Sound, Wilmington; Mr. Dale Holland, St. James, Wilmington; Mr. Rick Willetts, St. James, Wilmington. The following members spoke against the resolution: Mr. John Carter, St. Anne's, Jacksonville; The Rev. Robert Beasley, Christ Church, New Bern. The Rev. Mid Wootten advised that he supported the purpose of the resolution, but not the language and, therefore, could not vote for passage of the resolution.

There being no further discussion, Bishop Sanders called for a vote on the above resolution as amended. The assembly then voted; there were 107 votes for, 96 against and 7 abstentions. The resolution was adopted as amended. Bishop Sanders commended those who spoke on this resolution, both for and against.

Bishop Sanders announced the following election results: Executive Council, Clergy: The Rev. Julian Cave, The Rev. Gary Fulton, and The Rev. David Chamberlain. Executive Council, Lay: Mrs. Helen Cliborne, Mrs. Dill Lynch, Mr. Larry Overton, and Mr. Robert Swindell. Dr. Charles Garrett was elected Trustee of the Diocese; The Rev. John Grayson and The Rev. Mid Wootten were elected to the Board of Thompson Children's Home; The Rev. Chris Mason, Clergy Trustee of the University of the South and Mrs. Alicia Ragsdale and Dr. John Powell, Lay Trustees of the University of the South.

The Rev. Ms. Talbott presented the Resolution for Prayer (See Page 179) with one revision. The Committee then moved for the adoption of the resolution as revised. The motion was seconded; there was no discussion; the assembly voted and the resolution was adopted.

The Rev. Ms. Talbott presented the next resolution concerning communications in the church in connection with the publication of Cross Current/Episcopalian. (See Page 180) There was one revision to this resolution. The Committee moved for the adoption of the resolution. The motion was seconded; there was no discussion; the assembly voted and the resolution was adopted.

The Rev. Ms. Talbott presented the next resolution concerning the Citizenship and National Service Act of 1989. (See Page 186) Background on this resolution was given. The Committee then moved for the adoption of the substitute resolution. The motion was seconded. The Rev. Jud Mayfield spoke concerning the substitute resolution, stating that the information on the resolution was incomplete. There was a discussion concerning any amendments that may be a part of the substitute

resolution. A wording change was suggested by Mr. Charles Gaddy, Youth Representative, from National Service Act to National Service Corps. This was moved by Alan Manning, College Representative. The floor was opened for discussion by Bishop Sanders. Mr. William Ellegor, Mr. Bob Emerson, Mr. Mark Colby, and Mrs. Grace Evans gave their comments on the substitute resolution. There being no further discussion, Bishop Sanders called for a vote on the amendment to the substitute resolution. Language revisions were suggested by The Rev. Ms. Talbott; the assembly voted and the substitute resolution was adopted as amended.

Following a brief recess, Bishop Sanders called upon Mr. John Carter for his presentation of changes in the Constitution and Canons. (See Page 189) It was reported that hearings were held yesterday on the proposed change to Canon 13, Section 1, as found on page 96 of the workbook, involving the addition of a Vocational Deacon. The Committee recommended the adoption of this change as set forth in the workbook. The motion was seconded. Mr. Charles vonRosenberg moved to table the motion until further study could be conducted. The motion to table was defeated. Following brief comments by The Rev. Ms. Talbott, the assembly voted and the proposed change to Canon 13, Section 1, was adopted.

Bishop Sanders called upon Mr. Don Hickman to report on the Clergy Salary Study Committee. (See Page 138) Mr. Hickman reported that hearings were held on the report of the Commission and discussions were held. The Committee moved the adoption of the report as presented. The motion was seconded. Comments were given by The Rev. Jud Mayfield, for dollar amount increases rather than percentages; Mrs. Elizabeth Sutton, against; Mr. Robert Adams, in favor; The Rev. William Bradbury, against; The Rev. James Boyd, in favor. There being no further discussion, the assembly voted and the report of the Clergy Salary Study Committee was adopted as presented.

Bishop Sanders nominated the members of the Episcopal Foundation as follows: The Honorable Horton Rountree, Mr. Channing Daniel, Mrs. Billie Craft, Dr. Charles Duckett, Mr. Campbell Haig and Mr. Harvey T. McIntyre. The nominations were seconded. There being no discussion, the assembly voted and the members of the Episcopal Foundation were duly elected.

Bishop Sanders nominated the Commission on Ministry members as follows: The Rev. Mid Wootten, The Rev. James Cooke, Deacon Vera Hayes, Mrs. Martha Sherman, The Rev. Phil Glick, and The Rev. Russell Johnson for a full one-year unexpired term and Mrs. Cookie Cantwell for a two-year unexpired term. The nominations were seconded. There being no discussion, the assembly voted and the members of the Commission on Ministry were duly elected.

Bishop Sanders nominated the Trinity Board of Managers as follows: Mr. Walter Jones, The Rev. Chris Mason, Mr. Donald LaHuffman and Dr. John Rozier. The nominations were seconded. There being no discussion, the assembly voted and the members of the Trinity Board of Managers were duly elected.

Bishop Sanders then called upon The Rev. James Cooke for his report on the Bishop's Address. (Refer to Page 129)

Bishop Sanders called upon Carol Tayloe for her report on the Commission on Courtesy. (Refer to Page 188) The resolution was to express gratitude to The Rev. Pat Houston, Jr., Rector and The Rev. Mid Wootten, Associate Rector, of St. Paul's; Mr. Robert VanVeld, Diocesan Convention Committee Chairman; Mrs. Norma VanVeld, Chairperson for St. Timothy's and Mrs. Linda Davis, Co-Chairman for St. Paul's. The Committee also expressed gratitude to The Rev. Joe Cooper of the Church of the Servant, Wilmington, for the music and liturgy for the services and expressed thanks to Mark Gaynor, the organist. Mrs. Tayloe expressed deep appreciation to Bishop Sanders for his sermon and address. Mrs. Tayloe expressed gratitude and appreciation to everyone involved in helping the Convention be so successful. The resolution was seconded; the assembly voted and the resolution was adopted unanimously.

There being no new business, Bishop Sanders expressed his appreciation to the assembly for their support and participation in the 106th Annual Convention of the Diocese of East Carolina and led the assembly in the Liturgy of the Table.

The Holy Eucharist was offered and Bishop Sanders then adjourned the 106th Annual Convention of the Diocese of East Carolina at 12:45 p.m.

BISHOP SANDERS' SERMON
ONE HUNDRED AND SIXTH ANNUAL CONVENTION
FEBRUARY 2, 1989
GREENVILLE, NORTH CAROLINA

Hebrews 2:14 Since the children, as Jesus calls them, are people of flesh and blood, Jesus Himself became like them and shared our human nature.

Generalities are sometimes dangerous and often misleading. Despite that, as long as you don't take them too seriously, they can contain flashes of great insight. Remember that as I share with you the generalities that say Roman Catholics have been known as a "Good Friday" people, the Orthodox have been known as the "Easter" people, and we Anglicans have been known as "Christmas" people, or people of the Incarnation.

"And the word became flesh and dwelt among us, full of grace and truth". Or, in the words of our epistle, "since the children are people of flesh and blood, Jesus Himself became like them and shared our human nature". In other words God of God, Light of Light, Very God of Very God not only became enfleshed, but took our human nature upon Himself and became as truly human as He is divine.

In the words of that magnificent hymn: "Let all mortal flesh keep silence, and with fear and trembling stand; ponder nothing earthly minded, for with blessings in His hand, Christ our God to earth descendeth, our full homage to demand. King of Kings, yet born of Mary, as of old on earth He stood, Lord of Lords in human vesture, in the Body and the Blood He will give to all the faithful, His own self for heavenly food."

And, the hymn tells us that just as God became Man and was truly present with us on this earth in the form and person of Jesus, Jesus is truly present with us in the sacrament of His Body and Blood.

He is the Vine, we are the branches that are engrafted into His Body. He comes, so that He may dwell in us and we in Him. And it is this Incarnational theolgy we symbolized tonight as we passed the light to one another, because if we are an incarnational people we know it is primarily people that can be the Christ in one another's lives.

Now I believe that if God is enfleshed in Christ, there is a real sense in which Christ is enfleshed in every single one of us here. If this were not true, how could Martin Luther say that through the cross every Christian becomes Christ's twin. If this were not true, how could a medieval saint exhort his followers to be the Christ to the people in their midst?

And from this belief flows two of the most distinguishing marks of the Anglican Communion. If Christ is enfleshed in our sisters and brothers, then we experience Christ most fully in community. Certainly we experience Him in private prayer and Bible study; these are essential. But we are most with Christ when we are most with the church as Christ envisioned it; the Body of Christ that He spoke of, the Christian community.

As J. V. Taylor said so eloquently, "So many of our Eucharists fall short of the Glory of God because, while purporting to concentrate on the Real Presence of Christ, they seem oblivious to the real presence of people either in the worshipping family or in the world around us. To present ourselves to God means to expose oneself, in an intense and vulnerable awareness not only to Him but to all that is." And I would add

this means exposure to the drug dealer in Wilmington the starving child in the Sudan, the terrorist in the Irish Republican Army and all the rest. And it is because we understand the presence of the Incarnate Christ in one another that we pass the peace in Eucharist for there is no peace with God unless there is peace among us. Christ is found in the Body of Christ, which is the community of faith.

As another great hymn writer puts it, "How can I love thee, Holy Hidden Being, if I love not the world which thou hast made." And I would add, and see the Christ incarnate in your children.

But if Anglican theology drives us to seek Christ in all persons, it also drives us to serve Christ in all persons loving our neighbors as ourselves. The charge to a person about to be ordained deacon says "At all times, your life and teaching are to show Christ's people that in serving the helpless they are serving Christ Himself". And I am convinced it is our Incarnational theology that makes Episcopalians occupy positions of public trust and service far out of proportion to our numbers. As presidents of the United States, as Governors, Senators, Representatives, and as agents of change and reconciliation in nearly every community in our country you will see Episcopalians in leadership roles.

There is much talk today about conversion. If we are encouraged to think that our conversion asks no questions about the company we keep or the way we use our monies, we do not understand conversion at all. The call to follow Christ must always be in obedience to a call to help bring to fruition here on earth the kingdom of God. It is a vision that will call us to rail indignantly against those features of life which are contrary to God's kingdom: disease, poverty, filth, drugs, and all the rest. As the Baptismal Covenant reminds us, we are called to seek and serve Christ in all persons, to strive for justice and peace among all people and to respect the dignity of every human being. And if we have belief and practice but not this servanthood, we are as sounding brass and tinkling cymbal, for we have not love.

We began this service with a ceremony of light because on this day we celebrate the presentation of Christ, the light of the world, in the temple. And this weekend closes the Epiphany season, the season of light. I close by sharing with you a recent personal experience of brightest light. Several presents were left at the Diocesan House by Project Angel Tree. This is the project where church members buy children presents in the name of the children's mother or father who is in prison. No matter how hard everyone tried to find the address of these children, they had moved too often. We couldn't catch them. Finally we found the address the day after Christmas through the coordinator of Project Angel Tree. Driving south on Queen Street into downtown, I turned left and drove directly into the darkness of the poverty of East Kinston. The further east I drove, the more strongly I felt surrounded by the physical reality of darkness. And suddenly we were in front of a neat, but rundown house and we were there. We knocked on the door and quickly the window curtain was swept aside and there stood a lovely young lady of about five whose eyes widened to saucers when she saw the presents. Obviously instructed not to open the door herself, she dashed to find her grandmother who let us in. We entered a house containing broken-down, ramshackled furniture; and yet the house was neat as a pin. We viewed three precious children immacutely dressed in the midst of abject poverty. The grandmother eyed me suspiciously. "So you're a Bishop?" I admitted I was. Well, titles are nice she says, but the real question is, have you been born again? When I assured her that I had been through

baptism she was visibly relieved. And then followed fifteen minutes of incredible light. The light of three children overjoyed with simple presents, the light of caring these children had for one another. But above all else the light of the love that grandmother had for those children. Never have I seen children more loved or valued, more prized or protected. And I thought how difficult it had been for Nancy and me to raise three children in middle class suburbia, and what would it be like to raise three children here. And I remembered the phrase, "the light shines in darkness and the darkness cannot overcome it". And I prayed that the darkness never overcome that grandmother's light. I drove away with tears streaming down my cheeks as I thought of the wealth and affluence and plenty of our nation, and the way in which these proud caring people are being forced to live.

Tonight we end this service by praying together a prayer which contains the theme of convention, "Lord, send us out to do the work you have given us to do." That work consists of seeking and serving Christ in all persons. May each of us ask ourselves as honestly as possible, "in the light of the way I spend my time and talent and wealth, dare I pray that prayer tonight?"

BISHOP'S ADDRESS
ONE HUNDRED AND SIXTH CONVENTION
HILTON, GREENVILLE, NORTH CAROLINA
FEBRUARY 3, 1989

My dear sisters and brothers in Christ; Grace to you and peace from God our Father and the Lord, Jesus Christ.

This past summer, while in England, it was my privilege to see the musical "Les Miserable". Based, of course, on the novel of the same name, it is partly the story of Jean Val Jean who spends years in jail for stealing a loaf of bread to feed his family. What a horrendous society, I think. The other afternoon I walked in a grocery store to pick up a few things and saw a policeman leading a poorly dressed middle-aged woman out of the store. Is she under arrest, I ask? Yes is the reply. Why? She stole a loaf of bread and a can of beans. Why, I asked incredulously. The policeman looked at me as if I was crazy. Because she's hungry, he said. I watched as the woman was led away.

While in England I loved visiting Charles Dickens' "Old Curiosity Shop" and I thought of the England of Dickens' time. What a horrendous society, I think. In January I read of the murder and rape of an attractive young doctor in Bellevue Hospital. The comments of the president of the United Hospital Fund are printed in the paper. Let me quote, "We think about Charles Dickens' world as a certain kind of horror, a prehistoric one, almost. But many of the same conditions and causes, the widespread poverty and the indifference of much of the middle class, prevail in our society today. You can't help wondering if Dickens' world was not a kinder place, and the tragedy is we know how to do better. We just can't get our act together to do it."

I celebrate Martin Luther King's birthday, and I give thanks for his leadership and the leadership of so many others and for the tremendous strides that we have made in race relations. What a horrendous society we lived in before the fifties, I think. Then I read an editorial in the News and Observer. A black infant is more than twice as likely to die as a white infant in the first year of his life. A black teenager is more than six times likely to be murdered. A black youth is twice as likely to be unemployed. And in the good years since 1969 the unemployment rate among blacks has risen from 6 to 12 percent. Twenty years ago a nationwide commission on race was appointed. It concluded that the United States was moving toward two societies, one black, one white - separate and unequal. Two decades later it is tragic and unacceptable that the chasm has grown even wider.

It was against these backdrops that I happily embraced the theme of this convention when it was first announced, "Send Us Out To Do The Work You Have Given Us To Do", along with its sub-themes, "From Maintenance to Ministry", and "From Scarcity to Plenty". I thought our themes would stand as beacons against these ills of society and so your diocesan staff and elected leadership tried very hard to be faithful to these themes. When we look at our budget later on we will see that our giving to the national church is listed first because it is our number one priority. It increased by $18,500 because we are taxed on the pledges that you receive at the local level and those are going up significantly. In keeping with our themes, we arbitrarily decided that we would increase our outside giving by a minimum of one percent, going from thirty to thirty-one percent. And so we took thirty-one percent of the income to the diocese and set that money aside. None of that money could be used for

maintenance expenses. And then we did some very simple arithmetic and the light of our beacon began to dim. We decreased our budgetary dependence on the foundation by $20,000. Our giving to the national church increased nearly $20,000. That's almost $40,000. Factor in a cost of living increase of 4.5 percent for the rest of the budget and we found that we needed between eighty and eighty-five thousand dollars of new money to tread water - simply to do the things we did last year. Of the approximately $85,000 needed, we received $62,000. So far we are managing because the realignment of some of our smaller churches in the northeast and the awakened sense of vision of St. Thomas, Bath has resulted in a savings to the diocese of over $50,000. And because of some heroic efforts by some of our small congregations, our grants to churches have decreased an additional $20,000 in one year. But we cannot continue to expect those kinds of savings from an already strained budget. The beacon grows dimmer.

This past year each Rector and Senior Warden received a letter from your Bishop and Stewardship Committee asking each Vestry and Rector to develop a Stewardship Statement of their own. So far, of the seventy-three churches, twelve have responded. Is that a mark of how seriously we take stewardship? How does our light look now? Three years ago your stewardship committee asked you to show on your pledge card to the diocese the approximate percentage of your income your diocesan pledge represented. For 1989, thirty-five of our congregations did this. What about the rest? Is the percentage too hard to figure out? Is it really not important? Or is it too unpleasant to see that figure in black and white? The light glows dimly through a bushel basket now. And all this despite the outstanding work done by the best stewardship chairman, department and parish visitors in the whole church. Perhaps you think I make too much of Stewardship. Not on your life! This summer I spent two weeks at your church's General Convention in Detroit where a resolution was passed overwhelmingly that called Stewardship the main work of the church. Immediately thereafter, I flew to Lambeth and listened with shame to what our oppressed poverty stricken third world dioceses are able to do. They live in lands of scarcity and operate programs of abundance. We live in a land of abundance and offer programs of scarcity.

I speak now concerning our goal of strengthening Black Ministries. The good news is that thanks to the work of our Coalition of Black Episcopalians, our newly constituted Commission on Racism and the visit to the Diocese of the Rev. Barbara Harris this past fall, we took some giant strides. The bad news is that if we continue the trend of the past fifteen or so years, it will not be long before the majority of our black congregations disappear. Business as usual will no longer work. I am convinced the only answer is the addition of a full time black person on the Diocesan Staff to help us arrive at dramatic solutions to these problems and to aid us in the areas of congregational development and social ministries. Such a person is partially funded in the proposed budget for 1989.

Our goals for Congregational Development move forward rapidly. Our mission in Hampstead prospers, and we hope shortly to have our first full time priest in Shallotte. The Rev. Gary Fulton came to us from the Church of the Holy Family in Chapel Hill to take over a new and exciting ministry that includes St. Thomas, Bath; St. James, Belhaven and the churches in Hyde County. The Rev. Kathleen Awbry has taken over the full time work that includes our congregations in Sunbury, Gatesville, and St. John's, Edenton. And the Rev. Web Simons has returned home to take over

our congregations in Columbia, Creswell, and Roper. In short, I believe the future of our small northeastern congregations is brighter than ever before. Our area studies continue throughout the diocese as more and more congregations take seriously their ministries to their communities and are working ever more diligently on the revitalization and transformation of their mission and ministry.

And now I turn our attention to our goal of Servant Ministries. And the picture there is as mixed as it is everywhere else. For that which is happening is so dramatic and life changing as to be astounding. That's the good news. The bad news is so few of our congregations have discovered God's call in their midst. I turn your attention again to the outstanding work of Amy Trester in Newton Grove. Property has been purchased next to the Tri-County Community Health Center and, in cooperation with the Diocese of North Carolina, both classroom space and a day care center will hopefully be erected on that property in the coming year. The average migrant farmworker today is no longer willing to stay trapped in the system. With both parents in the field, they can work themselves out of the system much more rapidly. Day care means quite literally that infants and younger children do not have to endure the hardships of the field with their parents. Classrooms mean English lessons, craft lessons, hygiene lessons, even driving lessons. These are tools for systemic change.

Systemic change is what Good Shepherd House in Wilmington is all about, too. Not long ago the acknowledged leader of the homeless in Washington, D. C was on the "Today" show. He was asked by the host to name the most important thing a community could do for the homeless in their midst. The answer was instantaneous. Build a day shelter, he responded. And so, it has been done at Good Shepherd, Wilmington at a cost of about $150,000 under the leadership of the Rev. Burton Whiteside. It was my privilege to dedicate the facility this past Epiphany before a large congregation including some street people. Good Shepherd House will provide a place for job training, job referral, counseling, food, showers, washers and dryers. A place of hope and change in an otherwise desolate life. Oh yes, a byproduct of this is that I baptized or confirmed eighteen people at Good Shepherd this past fall, almost all of them adults. It is not really strange that one of our smallest congregations presents one of our very largest classes of adult confirmands when it discovers its ministry under God.

And then, of course, there's The Rev. Jud Mayfield, and our small black congregation at St. Mary's, Belhaven and the people of Shepherd's Staff, Belhaven who are too small to do anything and yet very shortly will probably be awarded a grant of 1.5 million dollars to build forty apartments in Belhaven for the elderly poor. The question is not whether or not we can change things; the question is whether or not we care enough to try.

I speak with all seriousness when I say that the two most isolating inventions in the history of the world have occurred during my lifetime. They are air conditioning and television. They have done more to destroy the life of community than anything else possibly could have. For too many people the term "couch potato" is not a clever phrase, but an actual fact. And I would venture to say that most of the people within the sound of my voice belong to only one community that really cares for them and that is their nuclear family. We need to make every conscious effort to build meaningful small communities in our churches through prayer groups, bible study groups, and common interest groups so people can belong. This

is increasingly important as the number of us who live alone increases geometrically while most of our churches are solely family oriented. May we somehow be conscious of the contemporary America in which we live rather than the one we idealize.

Somehow we must break out of our air conditioned middle-class ghettos, our automobiles, and offices and see our world as it is. Otherwise we will allow this country to drown in a sea of apathy and indifference from which there may already be no escape.

I have appointed a Blue Ribbon Committee to address the question of poverty in northeastern North Carolina. We have outstanding representatives from the field of law, medicine, and social work. If you live in this area of this diocese and want to be part of the solution rather than part of the problem please see me during this convention. I also hope that as we become less and less dependent on Foundation Income and as we begin to get more and more excited about what really responsible stewardship can accomplish we will have enough funds to bring about some serious systemic changes in this region.

Eight years ago many of you felt that the government was dealing too heavily in social welfare programs, housing programs, and feeding programs. You felt that the care for the poor should be returned to the private sector. Well if you talk to any person who deals with housing, food or services for the poor you will find that this has happened during the past eight years. And with a huge national deficit, and a promise not to raise taxes, I don't see the federal government resurrecting many of these programs during the next four years. Okay folks, they belong to us now. The poor, the hungry, the crippled, the mentally and emotionally ill, the alcohol and drug abuser, in other words Jesus people. They belong to us now. I am waiting to see through a proliferation of programs and a tremendous increase in stewardship that we meant what we said.

And now let's turn our attention to Evangelism because it has been adopted as one of our five year goals, and the Presiding Bishop has asked that the 1990's be the decade of Evangelism for the national church. I would simply say don't even think about being on an Evangelism Committee that is not centered in prayer and bible study and the building of an inclusive community of the Body of Christ to which people can be drawn.

I flew to England to the Lambeth Conference this past summer amid dire predictions that this would be the last Lambeth ever, that it would be extremely negative and that at the end of the conference the Anglican Communion would exist no more. Now it is being hailed as one of the most positive and significant meetings ever held, and all that were present continue to rejoice at the unity we found in the midst of our diversity. I had been wondering what brought about such a revolution and could not put my finger on it until I read the following words by Bishop Michael Marshall. "You should know that it was bible study groups at Lambeth '88 that fired the engines of that conference. Whenever the people of God study the Word of God under the Spirit of God, there is an inevitable transformation. It could and should happen in your parish--if it is not doing so." Well, it happened at Lambeth. It was my small bible study group that met one to four hours daily that permanently changed me.

If we are not steeped in God's word, we have nothing to bring people to. Do not agree to serve on an Evangelism Committee unless you are willing to experience the transforming power of God's word and love.

There is much that we have accomplished during the past year. Trinity Center, the completely impossible dream of just a few years back, is totally and completely paid for. This past February we raised over

$43,000 for the victims of Red Tide. Mr. Glenn Richards has come aboard as our first full time director of Development, and Ms. Sue Painter has taken over Trinity Center and it shows. All of this work is supported by the tightest, best, most agreeable staff that a Diocese could possibly have. It is a group that practices stewardship of time, talent, and energy in phenomenal ways. I ask them to stand so that you may join me in thanking them.

East Carolinians continue to serve beyond the borders of the Diocese. The Rev. Robert Cook is Vice-President of the National Episcopal Coalition on Alcohol. Mrs. Katy Whitley is Consultant for Communication for the Presiding Bishop's Fund for World Relief. Jane Wynne has received a letter of commendation from the Presiding Bishop for her work at General Convention and has been chosen to lead a workshop at the National Conference of Diocesan Executives. Nancy Broadwell is the Provincial Representative to the National Board of the United Thank Offering and Billie Craft is Province IV President of the Episcopal Church Women.

I cannot close without commenting on the major contemporary event in the life of the church; the election and soon to be consecration of the first female Bishop in the history of the Anglican Communion. Her election has been understandably questioned on the basis that she has neither a college or seminary degree, and that the credentials of the first female Bishop should be impeccable. We do not stop to wonder about how next to impossible it was for a black woman of Barbara's generation to go to college, nor do we bother about the fact that a candidate for ordination as bishop, priest or deacon is required to possess a certain body of knowledge and not a seminary degree. I have had the privilege of spending quality time with Barbara and I rejoice in and support her election.

And may I also add that her election should simply remind us that the God whom we worship has a history of not taking the credentials of this world very seriously. After all, God chose a murderer who stuttered, named Moses, to lead the children of Israel out of the land of Egypt. And we worship a King who was born in a stable and whose credentials were questioned throughout His lifetime because He was the son of a lowly carpenter and a Nazerene. So where does that leave you and me? It leaves me feeling that God doesn't choose those that are fit, he makes fit those whom He chooses. It leaves me feeling that you and I are here, and that means He's chosen us, and that means if we don't get in His way too much, He plans to make us fit.

And that means we've got a joy that no one can take from us. We are loved by Him, are free to worship Him. And He trusts us so much that he has entrusted to us a share of His ministry.

And so, I'm like the marines except that I'm looking for a few good men and women who are tired of being couch potatoes, who want to form communities to know and serve people, who realize that tithing might be alright after all, and who are willing to commit every fiber of their being to God and His service. Because, by God, my identity is not going to be formed by what I own, what I buy, what I drive or who I know. My life is worth more than that. My life is also worth a lot more than indifference and apathy and I'll find the identity of myself, thank you, in the God and Christ that I worship and the Christ in others that I serve. Won't you join me in losing yourself in the worship of God and the service of others. I promise you that you will have the joy of really knowing yourself for the very first time, for you will find the Reality of Yourself only in and through the service of your Risen Lord.

DIOCESE OF EAST CAROLINA

KINSTON, NORTH CAROLINA

FINANCIAL STATEMENTS

For the years ended
December 31, 1988 and 1987

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PAGE & SMITH, P.A.
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January 31, 1989

Independent Auditor's Report

To the Annual Convention
Diocese of East Carolina
Kinston, North Carolina

We have audited the accompanying balance sheets of the Diocese of East Carolina, as of December 31, 1988 and 1987, and the related statements of changes in fund balance, income and expenditures and cash flows for the years then ended. These financial statements are the responsibility of the officers. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements relating to the Appropriation and General Fund and the Restricted Fund present fairly, in all material respects, the financial position of Diocese of East Carolina, as of December 31, 1988 and 1987, and the results of its operations and its cash flows for the years then ended in conformity with generally accepted accounting principles.

As discussed in Note 1, real estate is recorded at appraised value as determined by Dioceasan officials. It was not practical to satisfy ourselves as to the real estate cost or acquisition values. In our opinion, because of the effect of this matter, the financial statements relating to the Real Estate Fund do not present fairly, in accordance with generally accepted accounting principles, the financial position of the Real Estate Fund of the Diocese of East Carolina as of December 31, 1988 and 1987. However, in our opinion, the financial statements relating to the Real Estate Fund do present fairly the financial position of the Real Estate Fund and the results of its operation for the years ended December 31, 1988 and 1987, in accordance with the generally accepted accounting principles of the Episcopal Church, which do permit the use of appraised market value in the absence of historical cost records.

Page + Smith, P.A.

Page & Smith, P.A.
Certified Public Accountants

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
COMPARATIVE BALANCE SHEET
December 31, 1988 and 1987

	December 31	
	1988	1987
Assets		
Appropriation and General Fund and Restricted Fund:		
Checking account - Wachovia Bank	$ 30,930.16	$ 16,739.14
Checking account - Real Estate Fund	11.53	11.05
Money Market Account - Restricted Fund	63,000.00	0.00
Money Market Fund investments	3,233.15	18,731.70
Accounts Receivable	4,290.36	0.00
Cash surrender value of life insurance policies - Restricted Fund	2,360.00	2,265.00
Total Appropriation and General Fund	$ 103,825.20	$ 37,746.89
Real Estate Fund, at appraised value:		
Diocesan House, Kinston, N.C.	$ 536,644.80	$ 536,644.80
Camp Oceanside, Topsail	30,000.00	30,000.00
Alice Hoffman Center, Bogue Banks	250,000.00	250,000.00
Total Real Estate Fund	$ 816,644.80	$ 816,644.80
Total Assets	$ 920,470.00	$ 854,391.69
Liabilities and Fund Balance		
Current Liabilities		
Accounts payable	$ 3,903.02	$ 2,150.50
Payroll taxes	1,336.13	7,697.87
Notes payable- current Real Estate Fund	820.39	749.85
Total Current Liabilities	$ 6,059.54	$ 10,598.22
Long-Term Liabilities:		
Note payable- non-current Real Estate Fund	$ 132,088.04	$ 132,908.43
Fund Balance:		
Appropriation and General Fund		
- Unrestricted	$ 33,214.52	$ 25,622.47
- Restricted	65,360.00	2,265.00
Real Estate Fund	683,747.90	682,997.57
Total Fund Balance	$ 782,322.42	$ 710,885.04
Total Liabilities and Fund Balance	$ 920,470.00	$ 854,391.69

See accompanying notes to financial statements.

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
COMPARATIVE STATEMENT OF CHANGES IN FUND BALANCE
For the years ended December 31, 1988 and 1987

	December 31	
	1988	1987
Appropriation and General Fund - Unrestricted:		
Fund Balance - beginning of year	$ 25,622.47	$ 30,603.16
Real estate loan principal payments	(749.85)	(678.78)
Excess income (expenditures)	8,341.90	(4,301.91)
Fund Balance - end of year	$ 33,214.52	$ 25,622.47
Appropriation and General Fund - Restricted:		
Fund Balance - beginning of year	$ 2,265.00	$ 2,165.00
Less disbursement from Restricted Fund	0.00	0.00
Additions to Restricted Fund (Note 4)	63,000.00	0.00
Increase in CSV life insurance	95.00	100.00
Fund Balance - end of year	$ 65,360.00	$ 2,265.00
Real Estate Fund:		
Fund Balance - beginning of year	$ 682,997.57	$ 682,318.33
Interest income of fund investment	.48	.46
Principal payments on loan from general fund	749.85	678.78
Purchase of furnishings	0.00	0.00
Fund Balance - end of year	$ 683,747.90	$ 682,997.57

See accompanying notes to financial statements.

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
COMPARATIVE STATEMENT OF INCOME AND EXPENDITURES
APPROPRIATION AND GENERAL FUND
For the years ended December 31, 1988 and 1987

	Budget	December 31	
	1988	1988	1987
Support and Revenue:			
Pledges	$ 787,000.00	$ 768,511.93	$ 704,117.09
Episcopal Foundation	105,000.00	105,000.00	121,743.74
Contributions and miscellaneous	7,000.00	7,066.05	7,907.54
Sarah Graham Kenan (Flagler interest)	16,720.00	16,720.00	21,120.00
Youth director fund	0.00	0.00	0.00
Price-Noe Fund	5,000.00	5,000.00	5,000.00
Investment income-interest	5,000.00	10,414.11	5,941.02
Investment income-Trustees	8,000.00	8,000.00	8,000.00
Creative Christian Stewardship	65,000.00	42,120.82	20,000.00
Foundation for Stewardship Development	25,000.00	30,000.00	0.00
Total Support and Revenue	$ 1,023,720.00	$ 992,832.91	$ 893,829.39
Expenditures:			
Grants outside the Diocese (Schedule 1)	$ 99,091.00	$ 86,026.45	$ 66,742.32
General Convention budget	11,107.00	11,107.00	10,129.00
General Convention delegates	5,000.00	4,600.00	5,000.00
Lambeth Travel	4,000.00	4,000.00	0.00
General Church program	188,000.00	188,000.00	177,000.00
Companion diocese	500.00	0.00	0.00
Land Stewardship Council	2,000.00	2,000.00	2,000.00
Synod quota	1,500.00	1,500.00	1,300.00
	$ 311,198.00	$ 297,233.45	$ 262,171.32
Diocesan programs (Schedule 2)	198,315.00	145,085.00	154,819.54
Administrative costs (Schedule 3)	544,708.00	542,172.56	481,140.44
Total Expenditures	$ 1,054,221.00	$ 984,491.01	$ 898,131.30
Excess Income (Expenditures)	$ (30,501.00)	$ 8,341.90	$ (4,301.91)

See accompanying notes to financial statements.

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
COMPARATIVE STATEMENT OF CASH FLOWS
For the years ended December 31, 1988 and 1987

	December 31	
	1988	1987*
Operating Activities:		
Excess income - Real Estate Fund	$ .48	$ .46
Excess income - General Fund	8,341.90	(4,301.91)
Excess income - Restricted Fund	63,095.00	100.00
Increase in accounts receivable	(4,290.36)	0.00
Increase in accounts payable	1,752.52	2,150.50
Increase in payroll taxes payable	(6,361.74)	1,800.96
Net cash provided by operating activities	$ 62,537.80	$ (249.99)
Investing Activities:		
Increase in cash surrender value of life insurance	$ (95.00)	$ (100.00)
Financing Activities:		
Principal payments on debt obligations	$ (749.85)	$ (678.78)
Increase in cash and cash equivalents	$ 61,692.95	$ (1,028.77)
Cash and cash eqivalents - beginning of year	$ 35,481.89	$ 36,510.66
Cash and cash equivalents - end of year	$ 97,174.84	$ 35,481.89

*The year ended December 31, 1987 has been restated to a cash flow basis for comparative purposes.

See accompanying notes to financial statements.

Schedule 1

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
COMPARATIVE SCHEDULE OF GRANTS OUTSIDE THE DIOCESE
For the years ended December 31, 1988 and 1987

	Budget	December 31	
	1988	1988	1987
Grants:			
Kanuga	$ 1,000.00	$ 1,000.00	$ 1,000.00
Thompson Children's Orphanage	7,500.00	7,500.00	6,500.00
St. Mary's College	1,000.00	1,000.00	1,000.00
St. Augustine's College	6,500.00	6,500.00	5,500.00
University of the South -Sewanee	1,000.00	1,000.00	1,000.00
North Carolina Council of Churches	3,000.00	3,000.00	2,750.00
Creative Stewardship	45,500.00	29,484.57	0.00
Prison ministries	4,500.00	4,430.23	3,742.09
Ecumenical relations	3,000.00	2,583.50	3,377.69
Episcopal Radio/TV Foundation	1,200.00	1,200.00	1,200.00
Creative Stewardship	0.00	0.00	14,000.00
Hunger committee	800.00	554.95	1,585.35
Peace with Justice commission	250.00	0.00	218.00
Migrant Ministries	23,841.00	27,773.20	24,869.19
Total Grants Outside Diocese	$ 99,091.00	$ 86,026.45	$ 66,742.32

See accompanying notes to financial statements.

Schedule 2

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
COMPARATIVE SCHEDULE OF DIOCESAN PROGRAMS
For the years ended December 31, 1988 and 1987

	Budget	December 31	
	1988	1988	1987
Diocesan Programs:			
Camps and conferences	$ 25,000.00	$ 25,000.00	$ 25,000.00
Department of Christian Ministries	900.00	1,037.99	2,715.62
Department of Evangelism	3,600.00	405.41	2,467.00
Department of Mission:			
Coalition of churches	0.00	0.00	43,139.26
Grants to churches	103,035.00	77,425.51	57,304.04
Moving	3,000.00	3,625.27	0.00
Departmental meetings	1,800.00	473.70	570.02
New work	6,000.00	0.00	4,300.00
Area Studies	10,000.00	6,065.74	0.00
Department of Stewardship	4,000.00	1,355.85	3,500.22
Liturgical Commission	3,500.00	3,009.14	4,393.48
Commission on Aging	2,500.00	1,970.80	135.61
Family ministries	500.00	472.61	313.53
Commission for prayer	0.00	0.00	100.00
Diocesan Resource Center	5,485.00	5,324.37	3,020.08
Creative Christian Stewardship	19,500.00	12,636.25	6,000.00
Program Committee	1,820.00	1,530.66	675.80
Commission on Healing	1,000.00	206.77	0.00
Marriage Encounter	250.00	0.00	300.00
Planning, design, and Const.	500.00	204.25	0.00
Alcohol Commission	250.00	100.00	247.50
Committe on the Diaconate	2,000.00	1,821.48	0.00
Commission on Ministry	3,675.00	2,419.20	637.38
Total Diocesan Programs	$ 198,315.00	$ 145,085.00	$ 154,819.54

See accompanying notes to financial statements.

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
COMPARATIVE SCHEDULE OF ADMINISTRATIVE COSTS
For the years ended December 31, 1988 and 1987

	Budget	December 31	
	1988	1988	1987
Bishop:			
Salary	$ 43,125.00	$ 43,125.00	$ 43,125.00
Pension premium	10,715.00	10,714.52	10,714.51
Utilities	2,400.00	2,400.00	2,400.00
Travel	9,900.00	9,900.00	9,900.00
Housing	14,000.00	14,000.00	14,000.00
Assistant for Program and Ministry:			
Salary	31,552.50	31,552.50	30,050.00
Pension premium	7,941.00	7,940.25	7,669.80
Utilities	2,720.00	2,720.00	2,720.00
Travel	8,200.00	8,200.00	8,200.00
Housing	9,840.00	9,840.00	9,840.00
Assistant for Finance and Admin	27,562.50	27,562.50	26,250.00
Stewardship Development Office	25,000.00	30,000.00	0.00
Provinical and National Meetings	4,000.00	4,159.64	0.00
Youth Coordinator:			
Salary	21,420.00	21,420.00	19,700.50
Travel	3,780.00	3,780.00	3,925.02
Moving	2,000.00	2,201.81	3,854.01
Diocesan Offices:			
Secretaries	42,500.00	42,131.16	33,613.58
Payments for IRA	10,000.00	10,045.09	8,184.71
Pension supplement	1,920.00	1,920.00	2,060.00
Diocesan house interest	14,082.00	13,332.15	14,082.00
Maintenance	9,000.00	9,000.00	3,463.67
Postage & printing	11,000.00	15,069.65	9,721.62
Telephone	10,000.00	10,916.12	8,896.71
General office expense	19,000.00	18,961.28	15,745.66
Payroll taxes	9,500.00	13,919.31	9,475.48
Audit expense	1,400.00	1,194.50	1,146.50
Yard Service	1,200.00	1,179.80	0.00
Utilities	6,500.00	6,294.78	5,991.78
Janitoral	3,200.00	2,880.00	0.00
New Copier	0.00	0.00	4,965.35
Subtotal	$ 363,458.00	$ 376,360.06	$ 309,695.90

See accompanying notes to financial statements.

Schedule 3

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
COMPARATIVE SCHEDULE OF ADMINISTRATIVE COSTS (CONT'D)
For the years ended December 31, 1988 and 1987

	Budget	December 31	
	1988	1988	1987
Health and life insurance	$ 45,000.00	$ 33,790.29	$ 37,147.55
Retired clergy supplement	7,500.00	7,470.00	7,445.00
Diocesan insurance	6,000.00	5,270.60	5,321.00
Graham capital improvement	8,500.00	8,500.00	6,534.23
Diocesan convention	12,000.00	14,758.56	11,410.16
Theological Education:			
Grants to seminarians	10,000.00	10,597.23	18,425.61
Continuing education - Clergy	5,000.00	2,403.00	5,805.32
Clergy conference	2,500.00	2,341.00	2,335.43
Department of Communications:			
Editor's salary	12,000.00	12,000.00	9,700.00
Contributing editors	2,800.00	1,490.42	3,600.00
Expenses and photos	8,700.00	6,250.03	8,284.44
Publication	20,000.00	23,363.03	19,819.09
Department of College Work	25,250.00	23,000.00	20,000.00
Department of Christian Education:			
Department work	6,500.00	5,158.22	5,245.19
Youth	7,000.00	6,920.72	7,871.52
Education for ministry	2,500.00	2,499.40	2,500.00
Subtotal	$ 181,250.00	$ 165,812.50	$ 171,444.54
Subtotal of prior page	363,458.00	376,360.06	309,695.90
Total Administrative Costs	$ 544,708.00	$ 542,172.56	$ 481,140.44

See accompanying notes to financial statements.

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
SCHEDULE OF CLEARING ITEMS RECEIVED AND DISBURSED
For the years ended December 31, 1988 and 1987

	December 31	
	1988	1987
Various - Red Tide	$ 43,512.63	$ 0.00
Various individuals - life insurance	6,527.43	3,039.40
Various - United Thank Offering	967.88	0.00
Various - Bishop's Discretionery Fund	500.00	0.00
Various - Trustees, Diocese of East Carolina	4,500.00	0.00
Various - Trinity Center scholarships	0.00	100.00
Various - Leadership conference	0.00	2,320.00
Various - Wachovia Transfers	6,953.31	0.00
Various - Senior Warden Conference	0.00	1,141.85
National Stewardship Conference	0.00	608.00
Various - "Our Shared Vision"	0.00	91,519.00
ECW - Migrant Ministry	300.00	0.00
Various - Episcopal Foundation & Trinity Center	0.00	103,794.59
Various - Trustees, Diocese of East Carolina	500.00	2,000.00
Trustees - Murchison	15,689.38	0.00
St. Cyprians - Salary	2,189.54	0.00
Foundation - Smith Estate	1,000.00	0.00
Foundation - Griffin	1,200.00	0.00
Trustees - Shepherd Staff	1,500.00	0.00
Various - Trinity Center	0.00	425.00
Merritt Estate	63,000.00	0.00
D. & F. Missionary Society	79,400.00	0.00
Smithson Estate Transfer	45,000.00	0.00
Various - Presiding Bishop's Fund for World Relief	747.62	2,933.21
Various miscellaneous transfers	3,912.77	2,819.71
Total	$ 277,400.56	$ 210,700.76

See accompanying notes to financial statements.

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
NOTES TO FINANCIAL STATEMENTS
For the years ended December 31, 1988 and 1987

(1) SIGNIFICANT ACCOUNTING POLICIES

Accounting Basis for Reporting Income

The financial statements for the years ended December 31, 1988 and 1987, have been prepared using the accrual method of accounting, whereby income is recorded when earned or pledged, and expenses are recorded when incurred rather than when paid.

Real Estate

Real estate is recorded at appraised values as determined by Diocesan officials rather than at cost or acquisition appraisal value except for the Kinston Diocesan House which is recorded at cost.

Furniture, Fixtures and Equipment

It is the policy of the Diocese to expense the costs of furniture, fixtures and equipment in the year acquired rather than to capitalize and depreciate them.

(2) CASH SURRENDER VALUE OF LIFE INSURANCE

The Diocese is the owner and beneficiary of certain life insurance policies. The cash surrender value is adjusted annually at December 31 to reflect the increase in value during the fiscal year.

(3) NOTE PAYABLE

The terms of the note payable to the Sarah Graham Kenan Fund call for 59 monthly payments of $1,173.50 each and a final payment of $130,410.00 on November 15, 1990.

(4) ADDITION TO RESTRICTED FUND

The Diocese received a bequest of $63,000.00 in 1988 which is being held temporarily in the restricted fund pending final disbursement to either the Trustees of the Diocese of East Carolina or the Episcopal Foundation.

1989 PLEDGES

CONGREGATIONS	PLEDGED '87	PLEDGED '88	PLEDGED '89	INCREASE	DECREASE	PERCENT
1. AHOSKIE, ST. THOMAS/MUFREES	$10,000	$11,700	$13,500	$1,800		19.10%
2. AURORA, HOLY CROSS	$1,400	$1,100	$1,400	$300		11.00%
3. BATH, ST. THOMAS	$750	$5,000	$5,640	$640		15.00%
4. BEAUFORT, ST. PAULS	$19,000	$20,476	$23,532	$3,056		18.60%
5. BELHAVEN, ST. JAMES	$2,500	$1,100	$2,640	$1,540		12.00%
6. BELHAVEN, ST. MARYS*	$200	$700	800	$100		
7. BURGAW, ST. MARYS	$1,600	$2,000	$2,000			
8. CHOCOWINITY, TRINITY*	$2,100	$2,400	$2,400			
9. CLINTON, ST. PAULS	$1,000	$1,350	$1,600	$250		4.00%
10. COLUMBIA, ST. ANDREWS	$1,080	$1,080	$1,200	$120		
11. CRESWELL, CHRIST	$700	$700	$700			
12. CRESWELL, GALILEE MISSION	$150	$250	$250			10.00%
13. EDENTON, ST. JOHNS	$1,600	$1,600	$1,800	$200		
14. EDENTON, ST. PAULS	$28,000	$29,000	$29,000			
15. ELIZABETH CITY, CHRIST	$17,500	$21,000	$21,000			
16. E.TOWN, ST. CHRISTOPHERS	$1,700	$2,200	$2,200			7.00%
17. FAIRFIELD, ALL SAINTS	$200	$200	$200			
18. FARMVILLE, EMMANUEL	$900	$940	$1,000	$60		
19. FAYETTEVILLE, GOOD SHEPHERD	$600	$600	$1,000	$400		
20. FAYETTEVILLE, HOLY TRINITY	$34,700	$36,970	$40,000	$3,030		20.00%
21. FAYETTEVILLE, ST. JOHNS	$47,500	$50,000	$50,000			
22. FAYETTEVILLE, ST. JOSEPHS	$2,000	$2,500	$3,000	$500		6.00%

CONGREGATION	PLEDGED '87	PLEDGED '88	PLEDGED '89	INCREASE	DECREASE	PERCENT
23. FAYETTEVILLE, ST. PAULS	$2,280	$3,384	$3,283		$101	6.00%
24. GATESVILLE, ST. MARYS	$1,000	$1,700	$1,800	$100		
25. GOLDSBORO, ST. ANDREWS	$1,000	$1,100	$1,200	$100		
26. GOLDSBORO, ST. FRANCIS	$9,900	$11,284	$14,262	$2,978		16.00%
27. GOLDSBORO, ST. STEPHENS	$34,000	$34,000	$34,000			
28. GREENVILLE, ST. PAULS	$38,750	$39,600	$40,500	$900		18.00%
29. GREENVILLE, ST. TIMOTHYS	$8,250	$10,450	$11,078	$628		11.00%
30. GRIFTON, ST. JOHNS-MARKS	$787	$1,900	$1,900			10.00%
31. HAMPSTEAD, HOLY TRINITY	$0	$1,500	$3,112	$1,612		
32. HAVELOCK, ST. CHRISTOPHERS**	$4,870	$5,100	$350		$4,750	
33. HERTFORD, HOLY TRINITY	$2,520	$2,800	$3,100	$300		
34. HOPE MILLS, CHRIST	$2,800	$3,792	$5,620	$1,828		10.00%
35. JACKSONVILLE, ST. ANNES	$15,000	$17,500	$23,500	$6,000		13.50%
36. KINSTON, HOLY INNOCENTS	$2,900	$3,400	$3,700	$300		10.00%
37. KINSTON, ST. AUGUSTINES*	$1,637	$1,670	$1,670			
38. KINSTON, ST. MARYS	$41,344	$45,218	$47,179	$1,961		19.00%
39. LAKE LANDING, ST. GEORGES	$1,000	$1,780	$1,848	$68		12.00%
40. LUMBERTON, TRINITY	$8,500	$8,500	$10,000	$1,500		
41. MOREHEAD CITY, ST. ANDREWS	$42,039	$47,785	$49,703	$1,918		19.00%
42. NAGS HEAD, ST. ANDREWS	$15,000	$18,000	$22,500	$4,500		15.40%
43. NEW BERN, CHRIST	$62,244	$70,008	$82,800	$12,792		20.00%
44. NEW BERN, ST. CYPRIANS	$2,430	$3,113	$3,759	$646		10.00%
45. NORTHWEST, ALL SOULS	$600	$1,450	$1,450			10.00%
46. ORIENTAL, ST. THOMAS	$1,800	$4,695	$2,400		$2,295	
47. PLYMOUTH, GRACE	$2,140	$2,140	$2,140			

CONGREGATIONS	PLEDGED '87	PLEDGED '88	PLEDGED '89	INCREASE	DECREASE	PERCENT
48. ROPER, ST. ANNES-ST. LUKES	$1,300	$1,200	$1,200			
49. ROXOBEL, ST. MARKS	$350	$375	$400	$25		
50. SHALLOTTE, ST. JAMES	$700	$900	$900			
51. SLADESVILLE, ST. JOHNS*	$200	$200	$200			
52. SOUTHPORT, ST. PHILIPS	$3,960	$4,400	$4,800	$400		8.75%
53. SUNBURY, ST. PETERS	$500	$975	$1,000	$25		10.00%
54. SWANQUARTER, CALVARY	$250	$250	$219		$31	
55. SWANSBORO, ST. PETERS	$1,000	$2,000	$2,500	$500		
56. THOMAS LANDING, ST. PHILIPS	$800	$650	$710	$60		
57. TRENTON, GRACE	$375	$400	$500	$100		20.00%
58. VANCEBORO, ST. PAULS*	$900	$900	$900			
59. WASHINGTON, ST. PAULS	$300	$500	$800	$300		
60. WASHINGTON, ST. PETERS	$37,000	$39,000	$46,600	$7,600		19.00%
61. WASHINGTON, ZION	$900	$1,200	$1,200			10.00%
62. WHITEVILLE, GRACE	$4,172	$4,829	$5,047	$218		8.66%
63. WILLIAMSTON, ADVENT	$13,000	$13,500	$15,900	$2,400		
64. WILMINGTON, SERVANT	$3,075	$5,080	$3,000		$2,080	4.80%
65. WILMINGTON, GOOD SHEPHERD	$2,650	$4,500	$3,300		$1,200	
66. WILMINGTON, ST. ANDREWS	$24,000	$21,000	$21,000			
67. WILMINGTON, ST. JAMES	$56,000	$57,000	$60,000	$3,000		20.00%
68. WILMINGTON, ST. JOHNS	$55,000	$62,000	$68,002	$6,002		22.00%
69. WILMINGTON, ST. MARKS	$2,300	$2,400	$2,400			4.00%

CONGREGATIONS	PLEDGED '87	PLEDGED '88	1989 PLEDGES PLEDGED '89	INCREASE	DECREASE
70. WILMINGTON, ST. PAULS	$7,200	$7,284	$7,644	$360	
71. WINDSOR, ST. THOMAS&	$5,500	$7,100	$8,130	$1,030	
72. WOODVILLE, GRACE	$2,300	$2,400	$2,500	$100	
	$701,703	$774,778	$836,568	$72,247	$10,457

*DID NOT RECEIVE PLEDGE CARD. USED 1988 PLEDGED FIGURE.

**DID NOT RECEIVE PLEDGE CARD. USED 1988 ACTUAL PAID FIGURE.

&ESTIMATED FOR 1989.

PROPOSED
1989 BUDGET

INCOME	1988 BUDGET	1988 ACTUAL	1989 ASKINGS	1989 PROPOSED
BAL. BROUGHT FORWARD	30,501.00	30,501.00	30,928.06	30,928.06
PLEDGES	773,000.00	756,912.09	836,808.00	836,808.00
EPISCOPAL FOUNDATION	105,000.00	105,000.00	85,000.00	85,000.00
FOUND. FUND FOR STEWARDSHIP DEVELOPMENT OFFICE	25,000.00	30,000.00	30,000.00	30,000.00
NATIONAL CHURCH FUNDING FOR STEWARD. DEV. OFFICE	0.00	0.00	30,000.00	30,000.00
PLEDGES PRIOR YEARS	14,000.00	14,599.84	14,000.00	14,000.00
MISCELLANEOUS	7,000.00	7,066.05	7,000.00	7,000.00
SARAH GRAHAM KENAN	16,720.00	16,720.00	12,320.00	12,320.00
INTEREST	5,000.00	9,183.11	9,000.00	9,000.00
TRUSTEES	8,000.00	8,000.00	8,000.00	8,000.00
CREATIVE CHRISTIAN STEWARD	65,000.00	42,120.82	100,000.00	100,000.00
PRICE-NOE FOR THEO. ED.	5,000.00	5,000.00	5,000.00	5,000.00
CROSS CURRENT INCOME	0.00	0.00	5,000.00	5,000.00
TOTAL	1,054,221.00	1,025,102.91	1,173,056.06	1,173,056.06

EXPENDITURES	1988 BUDGET	1988 ACTUAL	1989 ASKINGS	1989 PROPOSED
OUTSIDE GIVING				
GENERAL CONVENTION BUDGET	11,107.00	11,107.00	12,607.00	12,607.00
GENERAL CHURCH PROGRAM	188,000.00	188,000.00	205,000.00	205,000.00
GENERAL CONVENTION DELEGATE	5,000.00	4,600.00	5,000.00	5,000.00
LAMBETH TRAVEL	4,000.00	4,000.00	1,000.00	500.00
EST. OF NEW COMPANION DIOCESE	500.00	0.00	2,500.00	0.00
SYNOD QUOTA	1,500.00	1,500.00	1,749.00	1,749.00
LAND STEWARDSHIP COUNCIL	2,000.00	2,000.00	2,500.00	2,000.00
GRANTS:				
KANUGA	1,000.00	1,000.00	1,000.00	1,000.00
THOMPSON CHILDREN'S HOME	7,500.00	7,500.00	7,500.00	7,500.00
ST. MARY'S COLLEGE	1,000.00	1,000.00	1,000.00	1,000.00
BUILDING FUND	0.00	0.00	2,000.00	1,000.00

	1988 BUDGET	1988 ACTUAL	1989 ASKINGS	1989 PROPOSED
ST. AUGUSTINE'S COLLEGE	6,500.00	6,500.00	6,500.00	6,500.00
UNIV. OF SOUTH-SEWANEE	1,000.00	1,000.00	1,000.00	1,000.00
N.C. COUNCIL OF CHUR. DUES	3,000.00	3,000.00	3,000.00	3,000.00
EPISCOPAL RADIO/TV FOUND.	1,200.00	1,200.00	1,200.00	1,200.00
ECUMENICAL RELATIONS	3,000.00	2,583.50	3,378.00	2,750.00
HUNGER COMMITTEE	800.00	554.95	2,000.00	1,500.00
MIGRANT FARMWORKERS MINISTRY	23,841.00	23,870.18	28,000.00	26,000.00
PRISON COMMISSION	4,500.00	4,430.23	7,775.00	6,000.00
PEACE WITH JUSTICE COMMITTEE	250.00	0.00	250.00	250.00
CREATIVE STEWARDSHIP (70%)	45,500.00	29,484.57	70,000.00	70,000.00
ALBEMARLE FOOD BANK/PANTRY	0.00	0.00	20,000.00	0.00
SHEPHERD'S STAFF	0.00	0.00	10,000.00	1,000.00
GOOD SHEPHERD HOUSE	0.00	0.00	10,000.00	2,000.00
TOTAL OUTSIDE DIOCESE	311,198.00	293,330.43	404,959.00	358,556.00
INSIDE GIVING				
BISHOP				
SALARY	43,125.00	43,125.00	45,065.63	45,065.63
UTILITIES	2,400.00	2,400.00	2,508.00	2,508.00
TRAVEL	9,900.00	9,900.00	10,345.50	10,345.50
HOUSING	14,000.00	14,000.00	14,630.00	14,630.00
PENSION PREMIUM	10,715.00	10,714.51	11,197.00	11,197.00
ASSISTANT TO BISHOP FOR PROGRAM & MINSTRY				
SALARY	31,552.50	31,552.50	32,972.36	32,972.36
UTILITIES	2,720.00	2,720.00	2,842.40	2,842.40
TRAVEL	8,200.00	8,200.00	8,569.00	8,569.00
HOUSING	9,840.00	9,840.00	10,282.80	10,282.80
PENSION PREMIUM	7,941.00	7,940.25	8,297.56	8,297.56
ASSISTANT TO BISHOP FOR FINANCE & ADMINISTRA.				
SALARY	27,562.50	27,562.50	28,802.81	28,802.81
PROVINCIAL & NAT'L MEETINGS	4,000.00	4,159.64	3,000.00	3,000.00
YOUTH COORDINATOR				
SALARY	21,420.00	21,420.00	24,000.00	24,000.00
TRAVEL	3,780.00	3,780.00	3,500.00	3,500.00
MOVING EXPENSES	2,000.00	2,201.81	0.00	0.00
IRA CONTRIBUTION	0.00	2,356.20	2,640.00	2,640.00

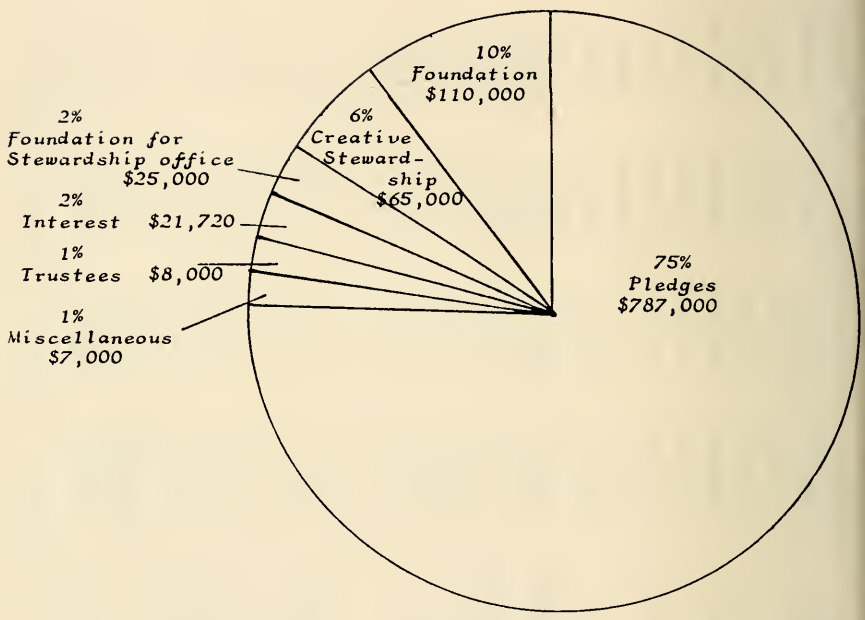
	1988 BUDGET	1988 ACTUAL	1989 ASKINGS	1989 PROPOSED
STEWARD DEVELOPMENT OFFICE	25,000.00	30,000.00		
SALARY			27,500.00	27,500.00
BENEFITS			6,463.00	6,463.00
MEMBERSHIPS; PUBLICATIONS			1,250.00	1,250.00
TRAVEL			5,000.00	5,000.00
SECRETARY			7,500.00	7,500.00
OFFICE RENTAL			3,537.00	3,537.00
OFFICE SUPPLIES			750.00	750.00
EQUIPMENT MAINTANENCE			750.00	750.00
PRINTING			2,000.00	2,000.00
POSTAGE			5,250.00	5,250.00
DIOCESAN OFFICE				
SECRETARIES	42,500.00	42,131.16	45,000.00	45,000.00
PAYMENT FOR IRA	10,000.00	7,688.89	8,500.00	8,500.00
PENSION SUPPLEMENT	1,920.00	1,920.00	1,920.00	1,920.00
DIOCESAN LOAN PAYMENT	14,082.00	14,082.00	14,082.00	14,082.00
JANITORIAL SERVICE	3,200.00	2,880.00	3,600.00	3,600.00
YARD SERVICE	1,200.00	1,179.80	1,600.00	1,600.00
POSTAGE & PRINTING	11,000.00	15,069.65	17,000.00	17,000.00
TELEPHONE	10,000.00	10,916.12	12,000.00	11,500.00
GENERAL OFFICE EXPENSE	19,000.00	18,961.28	20,000.00	20,000.00
PAYROLL TAXES	9,500.00	12,953.58	11,000.00	11,000.00
AUDIT EXPENSE	1,400.00	1,194.50	1,400.00	1,400.00
UTILITIES	6,500.00	6,294.78	7,000.00	7,000.00
MAINTENANCE	9,000.00	9,000.00	10,000.00	9,000.00
HEALTH & LIFE INSURANCE	45,000.00	33,790.29	40,000.00	40,000.00
RETIRED CLERGY	7,500.00	7,470.00	7,500.00	0.00
MEDICARE SUPPLEMENT	0.00	0.00	12,000.00	12,000.00
DIOCESAN INSURANCE	6,000.00	5,270.60	6,000.00	6,000.00
GRAHAM CAPITAL IMPROVEMENTS	8,500.00	8,500.00	8,500.00	8,500.00
DIOCESAN CONVENTION	12,000.00	14,758.56	15,000.00	15,000.00
THEOLOGICAL EDUCATION				
GRANTS TO SEMINARIANS	10,000.00	10,597.23	15,000.00	10,000.00
CONTINUING EDUCATION-CLERGY	5,000.00	2,403.00	5,000.00	5,000.00
CLERGY CONFERENCES	2,500.00	2,341.00	2,500.00	2,500.00

	1988 BUDGET	1988 ACTUAL	1989 ASKINGS	1989 PROPOSED
DEPARTMENT OF COMMUNICATIONS				
EDITOR'S SALARY	12,000.00	12,000.00	15,952.00	12,540.00
CONTRIBUTING EDITOR	2,800.00	1,490.42	2,400.00	2,400.00
EXPENSES AND PHOTOS	8,700.00	6,250.03	6,800.00	6,800.00
PUBLICATION	20,000.00	23,363.03	27,500.00	27,500.00
NEW EQUIPMENT	0.00	0.00	800.00	0.00
DEPARTMENT OF COLLEGE WORK	25,250.00	23,000.00	26,000.87	26,000.00
DEPT. OF CHRISTIAN EDUCATION				
DEPARTMENT WORK	6,500.00	5,158.22	6,900.00	5,750.00
YOUTH	7,000.00	6,920.72	11,100.00	8,500.00
EDUCATION FOR MINSTRY	2,500.00	2,499.40	3,000.06	3,000.00
CAMPS AND CONFERENCES	25,000.00	25,000.00	25,000.00	25,000.00
DEPT. OF CHRISTIAN MINISTRIES	900.00	1,037.99	3,000.00	1,500.00
DEPT. OF EVANGELISM	3,600.00	405.41	4,000.00	3,000.00
DEPT. OF MISSION				
GRANTS TO CHURCHES	103,035.00	77,425.51	80,000.00	80,000.00
MISSION TO BLACK CONGRE.	0.00	0.00	17,400.00	15,000.00
MOVING	3,000.00	3,625.27	5,000.00	5,000.00
DEPARTMENT EXPENSES	1,800.00	473.70	1,600.00	1,200.00
NEW WORK (INC. IN GRANTS)	6,000.00	0.00	0.00	0.00
AREA STUDIES	10,000.00	6,065.74	12,000.00	8,000.00
CONFERENCE SM. PARISHES	0.00	0.00	3,000.00	1,000.00
CONSULTANTS FD. SM. PARISHES	0.00	0.00	1,500.00	1,000.00
CONSULTANT'S NETWORK	0.00	0.00	2,500.00	2,000.00
DEPARTMENT OF STEWARDSHIP	4,000.00	1,355.85	6,800.00	6,000.00
VIDEO PRESENTATION	0.00	0.00	6,000.00	500.00
LITURGICAL COMMISSION	3,500.00	3,009.14	5,625.00	4,000.00
COMMISSION ON AGEING	2,500.00	1,970.80	2,700.00	2,000.00
PROGRAM COMMITTEE	1,820.00	1,530.66	1,500.00	1,500.00
MARRIAGE ENCOUNTER	250.00	0.00	0.00	0.00
ALCOHOL COMMISSION	250.00	100.00	200.00	200.00

	1988 BUDGET	1988 ACTUAL	1989 ASKINGS	1989 PROPOSED
DIOCESAN RESOURCE CENTER	5,485.00	5,324.37	5,850.00	5,850.00
FAMILIES MINISTRIES	500.00	472.61	1,307.00	1,300.00
COMMISSION ON MINISTRY	3,675.00	2,419.20	1,920.00	1,920.00
COMMITTEE ON THE DIACONATE	2,000.00	1,821.48	5,800.00	4,000.00
COMMISSION ON HEALING	1,000.00	206.77	1,600.00	1,000.00
PLAN. DESIGN & CONSTRUCTION	500.00	204.25	785.00	785.00
ARTS COMMITTEE			2,000.00	1,000.00
CREATIVE STEWARDSHIP (30%)	19,500.00	12,636.25	30,000.00	30,000.00
TOTAL INSIDE DIOCESE	743,023.00	687,041.67	860,794.99	814,500.06
TOTAL OUTSIDE DIOCESE	311,198.00	293,330.43	407,959.00	358,556.00
BUDGET TOTAL	1,054,221.00	980,372.10	1,268,753.99	1,173,056.06

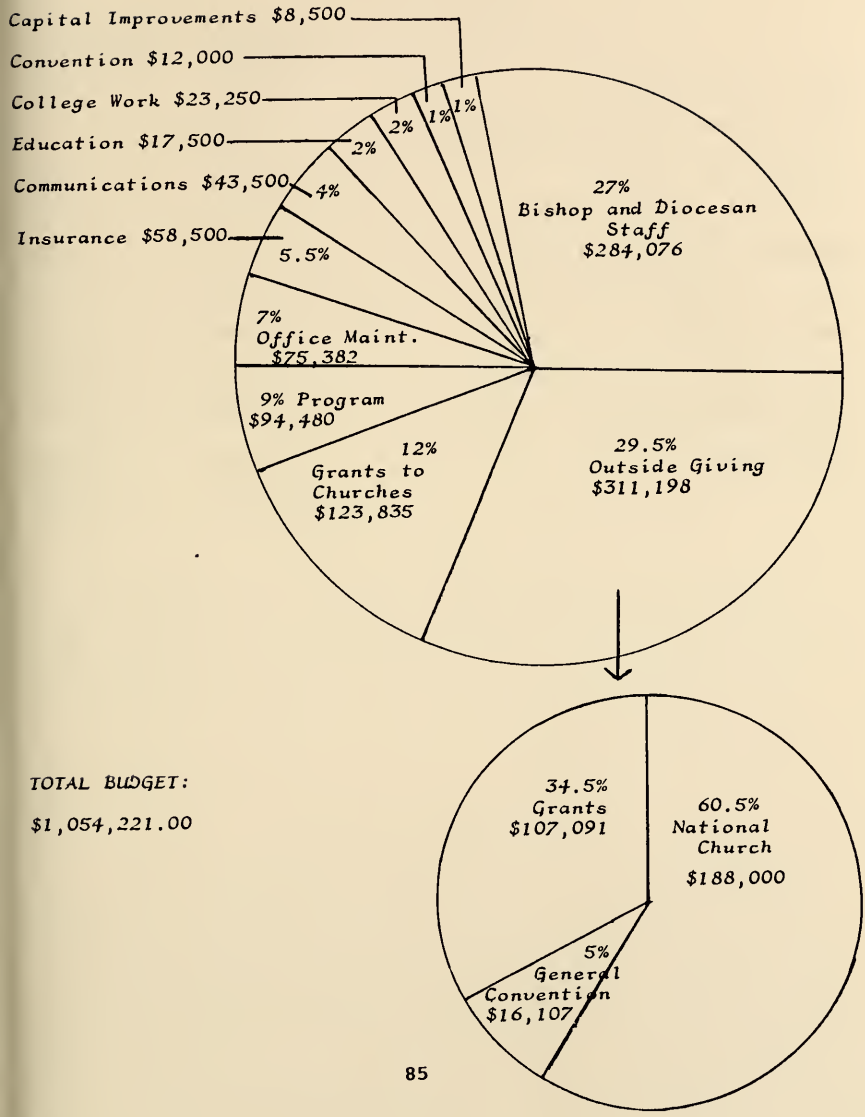
DIOCESE OF EAST CAROLINA

1988 SOURCES OF INCOME



3% of income came from a balance carried over from 1987

Diocese of East Carolina
1988 Expenditures



TOTAL BUDGET:

$1,054,221.00

Creative Christian Stewardship Grants

May 5, 1988

	Requested	Granted
Good Shepherd House	$ 20,000	$ 18,000
The Episcopal Education Cooperative	6,025	0
Hyde Focus on Ageing	8,000	7,100
Greenville Community Shelter	5,000	2,500
Religious Community Services	5,000	5,000
Domestic Violence Shelter	5,000	3,000
The Last Resort	5,000	0
St. Joseph's Breakfast Ministry	11,000	5,000
Africa Inland Mission	7,500	2,400
Crossroads	15,000	2,000
	$ 45,000	$ 45,000

THE EPISCOPAL FOUNDATION OF THE
DIOCESE OF EAST CAROLINA, INCORPORATED

DESCRIPTION OF FUNDS

1988

GENERAL FUND

Gifts of various donors. Income is unrestricted and principal may be invaded on June 30, 1986 or used. On June 30, 1986, this fund was disbursed in order to help with the costs of the construction of Trinity Camp and Conference Center.

Value 01-01-88	0.00
Addition	$1,200.00
Value 12-31-88	$1,236.73

LOUISE W. ALSTON FUND

Bequest of Dr. Louis W. Alston (1960) to the Trustees of the Diocese. Value when received $793,001.74. Income for theological education, religious work among college students and to supplement salaries of low paid clergy.

Value 01-01-88	$ 1,816,582.91
Value 12-31-88	1,984,340.85

CURTIS-MURCHISON FUND

Bequest of Fanny Murchison Curtis (1967) and bequest of Jennie Atkinson Murchison (1973) to the Foundation in loving memory of their sister, Lucy Murchison Mallett. Value when received $49,827.54. Income unrestricted. Principal may be invaded or used.

Value 01-01-88	$ 71,460.54
Value 12-31-88	78,059.79

EDWARD M. FORBES FUND

Bequest of the Rev. Edward M. Forbes (1893) to the Trustees of the Diocese. Value when received $54,446.38. Annual income divdided as follows: $250 plus 1/4 of excess over $575 to for Missionaries within Diocese; $150 plus 1/4 excess over $575 to St. Augustine's College for Scholarship Fund (preferring students for Episcopal ministry); $25 plus 1/4 of excess over $575 to Christ Church, New Bern, for poor Episcopalians in New Bern; and $150 plus 1/4 excess over $575 to Bishop for loans (with advice of Standing Committee) to men studying for Episcopal ministry.

Value 01-01-88	$ 89,800.92
Value 12-31-88	98,093.87

ANNE SHEPARD GRAHAM BUILDING FUND

Bequest of Mrs. Anne Shepard Graham (1969) to the Foundation. Value when received (including additions) $78,343.69. Income for capital improvement of missions, camps, conference centers, schools and other properties owned and operated by the Diocese. Twenty percent of income to be added to principal through 1980.

Value 01-01-88	$ 111,227.72
Value 12-31-88	121,499.39

SARAH GRAHAM KENAN FUND

Gifts of the Sarah Graham Kenen Foundation (1976) to the Trustees of the Diocese. Value when received $60,647.25. Additions made to date $297,205.32. Income unrestricted. Principal subject to return to Trustees of Diocese on demand. On June 30, 1986, $240,853.95 was disbursed in order to help with the costs of the construction of Trinity Camp and Conference Center.

Value 01-01-88	179,005.41
Addition	55,000.00
	234,005.41
Value 12-31-88	252,219.20

MARVIN-GILES-MURCHISON FUND

Gifts of Mrs. Lucille Murchison Marvin (1965) and bequest of Mrs. Marvin (1968) to the Trustees of the Diocese in memory of her mother, Lucy Wright Giles, and her father, David Reid Murchison. Value when received by Trustees $75,0303.00. Value when transferred to the Foundation $64,391.40. Principal may be invaded or used after December 5, 1983.

Value 01-01-88	$ 68,551.58
Value 12-31-88	74,882.19

LUCILLE M. MARVIN FUND

Gift of Mrs. Lucille M. Marvin (1962) to the Diocese. Value when received $14,199.50. Two-thirds of income for St. Andrew's, Wrightsville Sound, and one-third for Bishop's Discretionary Fund.

Value 01-01-88	$ 10,844.09
Value 12-31-88	11,845.50

WALTER R. MARVIN FUND

Bequest of Mrs. Lucille Murchison Marvin (1968) to the Trustees of the Diocese in memory of her husband, Walter R. Marvin. Value when received $25,000.00. Principal may be invaded or used after December 5, 1983.

Value 01-01-88	$	26,615.19
Value 12-31-88		29,073.05

PRICE-NOE MEMORIAL FUND

Bequest in the Joint will of Thomas P. Noe (1958) and Susan Ann Price Noe (1958) to the Foundation in memory of the Price-Noe Family and named relatives and friends of the testators. Value when received (including additions) $94,744.55. Income for building and rebuilding church buildings in the Diocese, especially in locations where new church work is being carried on, and for training men and women for Christian work. The testators recommended that 10% of income be added to principal each year.

Value 01-01-88	$	250,145.65
Additions		1,571.38
		251,717.03
Value 12-31-88		274,842.72

MARY NELSON SMITH FUND

Gift of the family of Mrs. Mary Nelson Smith (1939) in her memory to the Diocese. Value when received (including additions) $10,642.85. Income for theological education.

Value 01-01-88	$	16,790.01
Additions		1,000.00
		17,790.01
Value 12-31-88		19,371.15

BISHOP STRANGE FUND

Gifts from many communicants to the Diocese in memory of the Rt. Rev. Robert Strange, Bishop of East Carolina, who died in 1914. Value when received $4,969.99. Income for missionary work in the Diocese.

Value 01-01-88	$	6,684.55
Value 12-31-88		7,301.85

CHARLOTTE I. THOMPSON FUND

Gift of Mrs. Charlotte I. Thompson (1967) to the Foundation. Value when received (including additions) $8,471.52. Income accumulated during life of Mrs. Thompson and thereafter used for expenses of St. Gabriel's, Faison. If ST. Gabriel's is closed or no longer operated as a mission or church, income unrestricted.

Value 01-01-88	$	17,624.81
Value 12-31-88		19,252.43

BISHOP WATSON FUND

Gifts from many communicants to the Diocese in memory of the Rt. Rev. Alfred Augustine Watson, Bishop of East Carolina, who died in 1905. Value when recieved $19,992.21. Income for the support of the Episcopate.

Value 01-01-88	$	14,717.14
Value 12-31-88		16,076.23

ROBERT ARCHER WILLIAMS FUND

Bequest of Mrs. Bessie Sasser Williams (1974) to the Diocese as a memorial for Robert Archer Williams. Value when received $23,048.00. Income for the education of Episcopal ministers. Principal may be invaded or used for the same purpose.

Value 01-01-88	$	34,878.20
Value 12-31-88		38,099.11

LEON O. AND NEVA WELLS LASTINGER MEMORIAL FUND

Bequest of Amanda Buck Harding Lastinger (1969) to the Foundation in memory of Leon O. and Neva Wells Lastinger. Income to be used for benefit of Trinity Parish, Chocowinity; if this is impracticable, income to be used for other mission churches in the Diocese with preference being given to mission churches in Beaufort County. Value when received $49,051.09.

Value 01-01-88	$	63,582.41
Value 12-31-88		69,454.11

ADMIRAL J. B. YARNALL FUND

Bequest of Admiral J. B. Yarnall (1972) to the Trustees of the Diocese. His will stated a desire that the bequest be used for young people, especially for those of Carteret County. A portion of the property known as Duck Point was sold in 1978. Proceeds from the sale were added as received. On June 30, 1986, this fund was disbursed in order to help with the costs of the construction of Trinity Camp and Conference Center.

DIOCESAN OPERATING RESERVE FUND

Transferred by the Treasurer of the Diocese to the Foundation in 1979. Income is unrestricted and principal may be invaded or used. Principal is subject to return to Treasurer on demand. Value when transferred $17,718.25. On June 30, 1986, this fund was disbursed in order to help with the costs of the construction of Trinity Camp and Conference Center.

CLERGY FOREIGN TRAVEL FUND

Anonymous gift to be invested with Foundation and income to be disbursed to Clergy of East Carolina for foreign travel upon discretion of Bishop. Received in December 1979 with value when received $40,000.00.

Value 01-01-88	$	55,981.57
Value 12-31-88		61,151.35

WILL G. GAITHER FUND

Bequest of Mr. Will G. Gaither of Elizabeth City to Foundation in 1979. Value when received $50,000.00. Income unrestricted.

Value 01-01-88	$	69,384.76
Value 12-31-88		75,792.30

WILLIAM AND PHYLLIS WALKER FUND

Bequest of Mrs. Phyllis Walker (1980) to the Diocese for the Bishop's Discretionary Fund. Principal may be invaded or used for this purpose. Value when received $119,898.31.

Value 01-01-88	$	90,169.62
Value 12-31-88		98,496.63

WINSLOW MERRICK FUND

Bequest of Winslow Merrick (1976) of 250 shares of General Motors Corporation stock. The principal to be held in trust and income to be paid annually to St. Mark's, Wilmington. The income first to be used to pay pledges to Diocese and second for operation of Church. Stock sold 9-9-82 and $11,853.77 sent to Foundation for investment.

Value 01-01-88	$	13,814.75
Value 12-31-88		15,090.52

ACCOUNT 32-59974-00

EPISCOPAL FOUNDATION OF THE
DIOCESE OF EAST CAROLINA INC.

PERIOD ENDING 06-30-88

PRINCIPAL

PARTICIPATING FUND	UNITS HELD BEGINNING OF PERIOD	BEGINNING INVENTORY	BEGINNING MARKET VALUE	ADDITIONS	WITHDRAWALS	REALIZED GAIN OR LOSS(-)	ENDING UNITS	ENDING INVENTORY	ENDING MARKET VALUE
GENERAL FUND	.0000	.00	.00	1,200.00	.00	N/A	9.4500	1,200.00	1,200.00
LOUIS W.ALSTON FUND	15162.6901	1,031,746.79	1,816,582.91	.00	.00	N/A	15162.6901	1,031,746.79	1,925,425.18
CURTIS-MURCHISON FUND	596.4683	49,827.54	71,460.54	.00	.00	N/A	596.4683	49,827.54	75,742.18
EDWARD FORBES FUND	749.5521	54,446.38	89,800.92	.00	.00	N/A	749.5521	54,446.38	95,181.44
GRAHAM BLDG. FUND	928.3977	84,817.64	111,227.72	.00	.00	N/A	928.3977	84,817.64	117,892.03
SARAH G.KENAN FUND	1494.1263	78,925.88	179,005.47	55,000.00	.00	N/A	1927.2504	133,925.88	244,730.74
MARVIN-GILES-MURCHISON FD	572.1876	75,030.00	68,551.58	.00	.00	N/A	572.1876	75,030.00	72,658.88
LUCILE M.MARVIN FUND	90.5136	14,199.50	10,844.09	.00	.00	N/A	90.5136	14,199.50	11,493.81
WALTER R.MARVIN FUND	222.1522	25,000.00	26,615.19	.00	.00	N/A	222.1522	25,000.00	28,209.86
PRICE-NOE MEMORIAL FUND	2087.9207	113,279.31	250,145.65	823.71	.00	N/A	2094.4074	114,103.02	265,957.07
MARY N.SMITH FUND	140.1432	12,712.85	16,790.01	1,000.00	.00	N/A	148.0182	13,712.85	18,796.00
BISHOP STRANGE FUND	55.7947	4,969.99	6,684.55	.00	.00	N/A	55.7947	4,969.99	7,085.06
CHARLOTTE THOMPSON FUND	147.1112	12,903.27	17,624.81	.00	.00	N/A	147.1112	12,903.27	18,680.84
BISHOP WATSON FUND	122.8413	19,992.21	14,717.14	.00	.00	N/A	122.8413	19,992.21	15,598.92
R.A.WILLIAMS FUND	291.1220	23,048.00	34,878.20	.00	.00	N/A	291.1220	23,048.00	36,967.96
L.&M.W.LASTINGER MEM.FD.	530.7109	49,051.09	63,582.41	.00	.00	N/A	530.7109	49,051.09	67,392.00
FANNY M CURTIS FUND	.0000	.00	.00	14,653.94	.00	N/A	115.3995	14,653.94	14,653.94
SMITHSON FUND	.0000	.00	.00	98,826.53	.00	N/A	778.2572	98,826.53	98,826.53
CLERGY FOREIGN TRAVEL FUN	467.2680	40,000.00	55,981.57	.00	.00	N/A	467.2680	40,000.00	59,335.74
WILL G GAITHER FUND	579.1420	49,576.87	69,384.76	.00	.00	N/A	579.1420	49,576.87	73,541.98
WM & PHYLLIS WALKER FUND	752.6297	77,370.17	90,169.62	.00	.00	N/A	752.6297	77,370.17	95,572.23
WINSLOW MERRICK FUND	115.3093	11,853.77	13,814.75	.00	.00	N/A	115.3093	11,853.77	14,642.48
TOTAL	25106.0809	1,828,751.26	3,007,861.89	171,504.18	.00		26456.6734	2,000,255.44	3,359,584.87
UNIT MARKET VALUE	119.8061						126.9844		

PERIOD ENDING 06-30-88

INCOME

PARTICIPATING FUND	UNITS HELD BEGINNING OF PERIOD	CURRENT NET INCOME	ACCRUED INCOME	TOTAL INCOME	CURRENT PAYMENTS	REINVESTMENT	PRIOR ACCUMULATED INCOME	TOTAL ACCUMULATED INCOME
GENERAL FUND	.0000	.00	N/A	.00	.00	.00	.00	.00
LOUIS W.ALSTON FUND	15162.6901	59,818.94	N/A	59,818.94	59,818.94	.00	.00	.00
CURTIS-MURCHISON FUND	596.4683	2,353.15	N/A	2,353.15	2,353.15	.00	.00	.00
EDWARD FORBES FUND	749.5521	2,957.09	N/A	2,957.09	2,957.09	.00	.00	.00
GRAHAM BLDG. FUND	928.3977	3,662.66	N/A	3,662.66	3,662.66	.00	.00	.00
SARAH G.KENAN FUND	1494.1263	5,894.54	N/A	5,894.54	5,894.54	.00	.00	.00
MARVIN-GILES-MURCHISON FD.	572.1876	2,257.36	N/A	2,257.36	2,257.36	.00	.00	.00
LUCILE M.MARVIN FUND	90.5136	357.09	N/A	357.09	357.09	.00	.00	.00
WALTER R.MARVIN FUND	222.1522	876.42	N/A	876.42	876.42	.00	.00	.00
PRICE-NOE MEMORIAL FUND	2087.9207	8,237.14	N/A	8,237.14	7,413.43	823.71	.00	.00
MARY N.SMITH FUND	140.1432	552.88	N/A	552.88	552.88	.00	.00	.00
BISHOP STRANGE FUND	55.7947	220.12	N/A	220.12	220.12	.00	.00	.00
CHARLOTTE THOMPSON FUND	147.1112	580.37	N/A	580.37	580.37	.00	.00	.00
BISHOP WATSON FUND	122.8413	484.63	N/A	484.63	484.63	.00	.00	.00
R.A.WILLIAMS FUND	291.1220	1,148.52	N/A	1,148.52	1,148.52	.00	.00	.00
L.&N.W.LASTINGER MEM.FD.	530.7109	2,093.73	N/A	2,093.73	2,093.73	.00	.00	.00
FANNY M CURTIS FUND	.0000	.00	N/A	.00	.00	.00	.00	.00
SMITHSON FUND	.0000	.00	N/A	.00	.00	.00	.00	.00
CLERGY FOREIGN TRAVEL FUND	467.2680	1,843.44	N/A	1,843.44	1,843.44	.00	.00	.00
WILL G GAITHER FUND	579.1420	2,284.80	N/A	2,284.80	2,284.80	.00	.00	.00
WM & PHYLLIS WALKER FUND	752.6297	2,969.23	N/A	2,969.23	2,969.23	.00	.00	.00
WINSLOW MERRICK FUND	115.3093	454.91	N/A	454.91	454.91	.00	.00	.00
TOTAL	25106.0809	99,047.02		99,047.02	98,223.31	823.71	.00	.00
UNIT INCOME VALUE	3.9451							

PERIOD ENDING 12-30-88

PRINCIPAL

PARTICIPATING FUND	UNITS HELD BEGINNING OF PERIOD	BEGINNING INVENTORY	BEGINNING MARKET VALUE	ADDITIONS	WITHDRAWALS	REALIZED GAIN OR LOSS(-)	ENDING UNITS	ENDING INVENTORY	ENDING MARKET VALUE
GENERAL FUND	9.4500	1,200.00	1,200.00	.00	.00	N/A	9.4500	1,200.00	1,236.73
LOUIS W.ALSTON FUND	15162.6901	1,031,746.79	1,925,425.18	.00	.00	N/A	15162.6901	1,031,746.79	1,984,340.85
CURTIS-MURCHISON FUND	596.4683	49,827.54	75,742.18	.00	.00	N/A	596.4683	49,827.54	78,059.79
EDWARD FORBES FUND	749.5521	54,446.38	95,181.44	.00	.00	N/A	749.5521	54,446.38	98,093.87
GRAHAM BLDG. FUND	928.3977	84,817.64	117,892.03	.00	.00	N/A	928.3977	84,817.64	121,499.39
SARAH G.KENAN FUND	1927.2504	133,925.88	244,730.74	.00	.00	N/A	1927.2504	133,925.88	252,219.20
MARVIN-GILES-MURCHISON FO	572.1876	75,030.00	72,658.88	.00	.00	N/A	572.1876	75,030.00	74,882.19
LUCILE M.MARVIN FUND	90.5136	14,199.50	11,493.81	.00	.00	N/A	90.5136	14,199.50	11,845.50
WALTER R.MARVIN FUND	222.1522	25,000.00	28,209.86	.00	.00	N/A	222.1522	25,000.00	29,073.05
PRICE-NOE MEMORIAL FUND	2094.4074	114,103.02	265,957.07	747.67	.00	N/A	2100.1205	114,850.69	274,842.72
MARY N.SMITH FUND	148.0182	13,712.85	18,796.00	.00	.00	N/A	148.0182	13,712.85	19,371.15
BISHOP STRANGE FUND	55.7947	4,969.99	7,085.06	.00	.00	N/A	55.7947	4,969.99	7,301.85
CHARLOTTE THOMPSON FUND	147.1112	12,903.27	18,680.84	.00	.00	N/A	147.1112	12,903.27	19,252.43
BISHOP WATSON FUND	122.8413	19,992.21	15,598.92	.00	.00	N/A	122.8413	19,992.21	16,076.23
R.A.WILLIAMS FUND	291.1220	23,048.00	36,967.96	.00	.00	N/A	291.1220	23,048.00	38,099.11
L.&N.W.LASTINGER MEM.FD.	530.7109	49,051.09	67,392.00	.00	.00	N/A	530.7109	49,051.09	69,454.11
FANNY M CURTIS FUND	115.3995	14,653.94	14,653.94	8,512.31	.00	N/A	180.4435	23,166.25	23,614.65
SMITHSON FUND	778.2572	98,826.53	98,826.53	45,000.00	.00	N/A	1122.1099	143,826.53	146,850.49
CLERGY FOREIGN TRAVEL FUN	467.2680	40,000.00	59,335.74	.00	.00	N/A	467.2680	40,000.00	61,151.35
WILL G GAITHER FUND	579.1420	49,576.87	73,541.98	.00	.00	N/A	579.1420	49,576.87	75,792.30
WM & PHYLLIS WALKER FUND	752.6297	77,370.17	95,572.23	.00	.00	N/A	752.6297	77,370.17	98,496.63
WINSLOW MERRICK FUND	115.3093	11,853.77	14,642.48	.00	.00	N/A	115.3093	11,853.77	15,090.52
TOTAL	26456.6734	2,000,255.44	3,359,584.87	54,259.98	.00		26871.2832	2,054,515.42	3,516,644.11
UNIT MARKET VALUE	126.9844						130.8700		

PERIOD ENDING 12-30-88

INCOME

PARTICIPATING FUND	UNITS HELD BEGINNING OF PERIOD	CURRENT NET INCOME	ACCRUED INCOME	TOTAL INCOME	CURRENT PAYMENTS	REINVESTMENT	PRIOR ACCUMULATED INCOME	TOTAL ACCUMULATED INCOME
GENERAL FUND	9.4500	33.74	N/A	33.74	33.74	.00	.00	.00
LOUIS W.ALSTON FUND	15162.6901	54,128.49	N/A	54,128.49	54,128.49	.00	.00	.00
CURTIS-MURCHISON FUND	596.4683	2,129.30	N/A	2,129.30	2,129.30	.00	.00	.00
EDWARD FORBES FUND	749.5521	2,675.79	N/A	2,675.79	2,675.79	.00	.00	.00
GRAHAM BLDG. FUND	928.3977	3,314.24	N/A	3,314.24	3,314.24	.00	.00	.00
SARAH G.KENAN FUND	1927.2504	6,879.99	N/A	6,879.99	6,879.99	.00	.00	.00
MARVIN-GILES-MURCHISON FD.	572.1876	2,042.62	N/A	2,042.62	2,042.62	.00	.00	.00
LUCILE M.MARVIN FUND	90.5136	323.12	N/A	323.12	323.12	.00	.00	.00
WALTER R.MARVIN FUND	222.1522	793.05	N/A	793.05	793.05	.00	.00	.00
PRICE-NOE MEMORIAL FUND	2094.4074	7,476.72	N/A	7,476.72	6,729.05	747.67	.00	.00
MARY N.SMITH FUND	148.0182	528.40	N/A	528.40	528.40	.00	.00	.00
BISHOP STRANGE FUND	55.7947	199.18	N/A	199.18	199.18	.00	.00	.00
CHARLOTTE THOMPSON FUND	147.1112	525.16	N/A	525.16	525.16	.00	.00	.00
BISHOP WATSON FUND	122.8413	438.52	N/A	438.52	438.52	.00	.00	.00
R.A.WILLIAMS FUND	291.1220	1,039.26	N/A	1,039.26	1,039.26	.00	.00	.00
L.&N.W.LASTINGER MEM.FD.	530.7109	1,894.56	N/A	1,894.56	1,894.56	.00	.00	.00
FANNY M CURTIS FUND	115.3995	411.96	N/A	411.96	411.96	.00	.00	.00
SMITHSON FUND	778.2572	2,778.26	N/A	2,778.26	2,778.26	.00	.00	.00
CLERGY FOREIGN TRAVEL FUND	467.2680	1,668.08	N/A	1,668.08	1,668.08	.00	.00	.00
WILL G GAITHER FUND	579.1420	2,067.45	N/A	2,067.45	2,067.45	.00	.00	.00
WM & PHYLLIS WALKER FUND	752.6297	2,686.77	N/A	2,686.77	2,686.77	.00	.00	.00
WINSLOW MERRICK FUND	115.3093	411.64	N/A	411.64	411.64	.00	.00	.00
TOTAL	26456.6734	94,446.30		94,446.30	93,698.63	747.67	.00	.00
UNIT INCOME VALUE	3.5698							

THE EPISCOPAL FOUNDATION OF THE DIOCESE
OF
EAST CAROLINA, INC.
FEBRUARY 2, 1989

To the Bishop and the One Hundred and Sixth Annual Convention of the Diocese of East Carolina:

At the annual meeting of the Foundation, February 11, 988, immediately prior to the 105th Annual Convention of the Diocese of East Carolina the officers of the Foundation were elected.

As of January 1, 1988, the market value of the fund was $2,961,863.00, at the end of the year, December 31, 1988, the market value of the fund was $3,463,257.00. Therefore, the fund increased the market value during the calendar year 1988, in the amount of $501,394.00.

During the year 1988, the Diocese was paid the sum of $106,892.29 on January 14, 1988 and on July 21, 1988, the sum of $98,223.31. From these payments, the Diocese has distributed to special funds the following:

Stewardship Development Office:	$ 30,000.00
Creative Christian Stewardship Grant Fund:	42,120.82
Theological Education (Price-Noe Fund Requirement):	5,000.00

The remaining funds being retained by the Diocese for use in accordance with its budget direction.

During the year, 1988, a loan which had been authorized by previous action of the Foundation, in the amount of $15,000.00 was made to St. Paul's in-the-Pines in Fayetteville, North Carolina. This loan bears interest at the rate of 9% per annum and is being repayable to the Foundation in 36 monthly installments. These repayment installments by the parish are current.

Today, February 2, 1989, the sum of $93,698,63 will be paid to the Diocese.

It is anticipated that during the year 1989, the Foundation, in cooperation with the planned giving officer, will attempt to enlarge the corpus of the fund, which plan will take into consideration all pertinent factors relating to a uniform and cooperative stewardship program.

Respectfully submitted,

Claud R. Wheatly, Jr.

1988

ACTIONS OF TRUSTEES

DIOCESE OF EAST CAROLINA

June 28 - Gave Right of Way Agreement to State of North Carolina, Department of Transportation for SR 1146 in Hyde County (old St. John's location)

September 1 - Extended "Our Shared Vision" loan with Wachovia, Kinston to March 1, 1989

September 7 - Gave permission to sell St. Christopher's Havelock Rectory

November 14 - Gave permission for St. Thomas, Oriental to borrow $100,000 for construction of parish and signed loan agreement

BISHOP SANDERS' DIARY
1988

January:

1 - Office all day.

2 - Day at home.

3 - Nancy and I drive to Grace, Plymouth where I celebrate Eucharist, preach, confirm, and install the Vestry. Nice reception in parish house following service. Then we head to Roxobel for a celebration of Holy Eucharist with sermon. A good congregation, delightful reception at the home of Mr. and Mrs. John Taylor and then Nancy and I head home to Kinston.

4 - Office all day.

5 - Office in the morning. Then Chip and I travel to St. John's, Wilmington. At 3:30 I meet with The Rev. Joe Cooper to go over the services planned for our Diocesan Convention. Then at 4:00 p.m., Chip and I meet with clergy and lay representatives from all the churches in the greater Wilmington area to talk about the possibility of an area study such as the one that was done in Fayetteville. The response is fairly positive and we will proceed with the study. Chip and I grab a light supper on our way home.

6 - Office in the morning. Leave in afternoon for Fayetteville for 5:00 appointment with The Rev. Mr. David Chamberlain. Good visit with a good priest. Then on to Holy Trinity for a combined service of all the churches in the Fayetteville area, celebrating and commissioning the Fayetteville area Commission for Mission and Ministry. Pleasantly surprised to see church filled. Back home late evening.

7 - Good conversation with David Crabtree, the news anchor at Channel 7, who is a devoted Christian and Episcopalian. My daugher, Lynne's 23rd birthday celebration had to be cancelled as she had to return to Greenville due to snowstorm.

8 - Office all day. Looking out on a beautiful field of snow.

9 - Despite snow, we continued with Department of Mission Hearings. Our meeting lasted from 9:30 a.m. - 6:30 p.m. We had to schedule another meeting because we were unable to complete making some difficult decisions.

10 - Drive to Williamston with Nancy where I meet with the Adult Sunday School class. At 11:00 a.m. I confirm, celebrate Eucharist, preach and install the vestry. Reception afterwards in newly carpeted parish hall. Largest congregation I have seen at Church of the Advent. Fun to have lunch at home of Frances and Billy Bob Peele. Delightful for Nancy and I to be in their home again.

11 - Office all day.

12 - Commission on Ministry meets in the morning. Afternoon meeting of

- the Department of Mission to finish very difficult work left over from Saturday.

13 - Day long meeting with the Diocesan Finance Committee to set the budget for 1989.

14 - Long meeting of Bishop's Advisory Council to continue work on grouping our former coalition churches.

15 - Office appointments in the morning. Snow forces us to cancel Senior Warden's Conference scheduled to start at 6:00 p.m. at Trinity Center.

16 - Office all day.

17 - St. Francis, Goldsboro, to teach Adult Sunday School Class. At service following, I celebrate Eucharist, preach, and confirm. Nancy and I have a nice luncheon with The Rev. and Mrs. Ed Dunlap and their daughter, Kyle, following church. Then we go to St. Andrew's, Goldsboro when I preach, celebrate Eucharist, and confirm. It is good to see Mr. Albert Case, our seminarian, from St. Andrew's, although I'm saddened to learn of his father's death.

18 - Wake up with the plain old fashioned flu.

19 - 23 Home with the flu.

24 - Nancy and I drive to Jacksonville where I preach and confirm at St. Anne's. The Rev. Jim Cooke celebrates in order to save my voice. Delightful luncheon afterwards with the vestry in the home of Jim and Bonnie Cooke. Then we travel on to St. Phillips, Holly Ridge, where I preach and confirm. Fr. Armfield is the celebrant. Delicious covered dish dinner following in the parish house.

25 - Day long meeting with Jane and Chip to do some much needed planning for Convention.

26 - 9:00 a.m. meeting with The Rev. Jim Boyd, excellent chairman of our Department of Mission, followed by a day long meeting of the department.

27 - Office all day. Late afternoon Chip and I drive to Grace, Plymouth for a meeting with The Rev. Fred Fordham and the vestry at Grace Church, Plymouth.

28 - Office all day.

29 - Executive Council meets all day to set the proposed budget for 1989 and to complete plans for upcoming Convention.

30 - Office in the morning. Then Jane and I drive to Washington where I address the vestry's of our Beaufort County Churches. This is a successful day long meeting for all the vestries in the area which was designed by Mr. Jack Hill.

31 - Drive to St. Paul's, Edenton, where I, celebrate Eucharist, baptize 1, confirm 11. Then on to Columbia, Roper, and Creswell. Celebrate Eucharist, preach, and confirm 1. Short vestry meeting afterwards then Nancy and I drive to the Simpsons on the Albemarle Sound for a delightful reception.

February:

1 - 6 Spend all week in office preparing for Diocesan Convention.

7 - Drive to Sunbury for a 9:30 a.m. service where I celebrate Eucharist, preach, and confirm 1. Good visit with this delightful congregation at a covered dish dinner.

8 - 10 Office prearing for Convention.

11 - Drive to Greenville and check into Hilton Hotel which is headquarters for our Diocesan Convention. The Foundation meets at 1:30. This meeting is ably presided over by its' President, Mr. David Ward of New Bern. The Foundation dinner is at 6:00 p.m. and this is followed by the opening service of Diocesan Convention. The service is jammed with people. It is my privilege to celebrate Eucharist, preach, and ordain 5 persons to the Sacred Order of Deacons. Nice reception following service.

12 - Convention all day. An excellent meeting. I continue to be grateful for the thorough way in which Jane prepares me for the Convention. Convention is highlighted by 3 outstanding speakers on Aids and an excellent Noon Day Address by The Most Rev. Joseph Gossman, Roman Catholic Bishop of Raleigh. We have a fun banquet in the evening.

13 - Convention continues and closes at noon with Eucharist which I celebrate. Lazy afternoon in hotel. Then Nancy, Jane, Lynne, Milton and I go to dinner and a movie.

14 - Drive back to Kinston in morning. Then Nancy, Chip, Jane, and I leave for the service and reception honoring the retirement of The Rev. John Ormond from the active parochial ministry. This took place at St. Paul's, Wilmington at 4:00 p.m. It was a tribute to an outstanding priest.

15 - Appointments all day.

16 - A good afternoon meeting with a retired priest discussing possibility of his becoming an interim at one of our churches. Late afternoon drive with Chip and Jane to St. Mark's, Fayetteville, where we meet with the vestry. Then at 7:30 p.m. I celebrate Eucharist, and preach at the final service of St. Mark's Episcopal Church in Fayetteville.

17 - Office all day.

18 - Nancy and I leave for Leland, Mississippi for a visit with our son, Rick, his wife, Nita, and our granddaughter, Sydney Kathryn, who is 19 months old. Rick is a priest-in-charge of the Episcopal Churches in Leland, and Hollandale, Mississippi.

24 - Office all day. In late evening Nancy and I drive to St. Stephen's, Goldsboro, where I present their Lenten program.

25 - Office all day. Late afternoon Chip, Jane, and I leave for Trinity Center for an overnight with our Vocational Deacons.

26 - Visit with deacons, continue in morning. It is a good session. Early afternoon appointment with a clergy wife and a short meeting with the Commission on Ministry before Jane and I drive back to Kinston.

27 - Office most of the day. Nancy and I leave for Wilmington in mid afternoon where we are guests of the Rt. Rev. and Mrs. Hunley Elebash. Delightful visit!

28 - 9:30 meeting with the vestry of St. Paul's and their interm rector, The Rev. Dr. Richard Warner. At 11:00 I celebrate Eucharist, and preach to a good congregation. Covered dish luncheon follows service. Then Nancy and I drive to St. Paul's, Fayetteville, for an excellent service with The Rev. Lucy Talbott and the people at St. Paul's. I celebrate Eucharist, preach, baptize 2, confirm 6 and receive 1. Back to Kinston in the evening.

29 - Office all day.

March:

1 - Meet with committee to allocate funds raised throughout the Diocese for the victims of Red Tide. This strange algae is our coastal waters has meant financial disaster for many of our fishermen. In late afternoon meet with the rector and former senior wardens of St. Paul's, Clinton. At 7:30 celebrate Eucharist, preach, and confirm at St. Paul's. Nancy and I return home late that night.

2 - Office all day. At 6:00 p.m. Nancy and I go to St. Stephen's, Goldsboro, where I attend evening prayer and share covered dish dinner and present Lenten Program.

3 - Appointments with several diocesan clergy.

4 - Appointments with diocesan clergy and prospective seminarians.

5 - Office all day.

6 - Drive with Nancy to St. Timothy's, Greenville for service at 9:00 and 11:15 a.m. at both services. I preach, celebrate Eucharist, and confirm. Enjoyable lunch afterwards with rector and vestry of St. Timothy's. Then on to Emmanuel, Farmville, where I preach, celebrate Eucharist, and confirm 2. Delicious light snacks following service. Nancy and I enjoy our visit with the congregation and with The Rev. and Mrs. Hadden. Back to Kinston.

7 - Office all day.

8 - Office all day. Meet with prospective seminarians.

9 - Meet with Jane and Chip appointing committees. Late afternoon Nancy and I head for St. Thomas, Windsor where I celebrate Eucharist and enjoy a delicious covered dish dinner and speak to congregation.

10 - Meet with Carol Taylor and The Rev. Chris Mason. Talk about future direction on Youth Work in Diocese. Am extremely impressed with the job they are doing.

11 - Celebrate Eucharist at opening of Executive Council. Good meeting at which we welcome the new members.

12 - 14 Unable to travel because of a pinched nerve in my leg. I missed the conference at Trinity Center put on by our Planning, Design, and Construction Commission. I understand it was an excellent conference. Also, forced to reschedule my Sunday visitation to Nags Head. Bishop Elebash able to take a couple of visitations for me. I am most grateful.

14 - Meet with 2 senior wardens concerning some parish problems. Also, meet with the committee in charge of hiring a new director for Trinity Center.

15 - Meet with teachers of St. Mark's Day School who are concerned about the closing of the day school. Then catch up on correspondence.

16 - Office all day. In evening Nancy and I head for St. Paul's, Greenville where I celebrate Eucharist, enjoy covered dish and speak to a good group concerning the ministry of a Bishop. Nancy did not attend as she helped our daughter, Lynne, move into an apartment in Greenville.

17 - Drive to Alexandria with Jane and Nancy. Delightful evening with our good friends, The Rev. and Mrs. John C. Rivers.

18 - Spend day visiting with our students at Virginia Seminary. I am impressed with our students. In evening, Nancy, Jane, and I take students and their spouses out to dinner.

19 - At 10:30 a.m. I celebrated Eucharist and ordained Angela Russell Christman to the Sacred Order of Priests at the Church of the Resurrection in Alexandria, Virginia. The Rev. Jim Green, Rector, is a most gracious host. Fun visiting with former seminary colleagues at the reception.

20 - Bishop Elebash graciously holds services for me in Whiteville and Elizabethtown as I continue to nurse pinched nerve in my leg.

21 - Commission on Ministry meets and interviews seminary students, Meg Ingalls, Mike McEwen. Late afternoon drive to Havelock where I have dinner with and speak to the men's club.

22 - Spend morning touring diocesan offices with Wes McClure, the architect, looking for possible ways to enlarge, etc. Appointments in afternoon. Drive to Clinton to meet with rector and vestry of St. Paul's.

23 - Day meeting with the Board of Managers at Trinity Center.

24 - Bishop's Advisory Council meets at Diocesan office to continue work on the reorganization on the churches of Coalition 16.

25 - Drive to Williamston to meet with some members of the vestry of Christ Church, Creswell. Back to the office in early afternoon to meet with some folks who are interested in the vocational diaconate.

26 - Good meeting with the Black Coalition at the Diocesan Office. A very fruitful discussion. Coalition was chaired ably today by Sheila Walker. Nancy and I drive to Wilmington in later afternoon and spend night at the Hilton.

27 - At St. James, Wilmington, I teach the Adult Sunday School Class. Then at 11:00 I confirm 34, receive 1, and preach. Maybe the largest confirmation class in the history of St. James and the largest class I have confirmed. Excellent Palm Sunday congregation. Lunch at the home of Dr. and Mrs. Jim Sloan with the clergy and vestry of St. James and their spouses. Excellent hospitality, fellowship, and food.

28 - Office all day. In evening go to St. Stephen's, Goldsboro to preach at a holy week service of evening prayer.

29 - Confusing day as offices are being shifted around to make room for an office in Diocesan office for Carol Taylor, our Youth Coordinator. Her office has been located at Trinity Center, but is moving to Diocesan House.

30 - Office all day. In evening Nancy and I drive to St. Stephen's, Goldsboro, eat dinner with Chris and Holly Mason before holy week service. I celebrate Eucharist at the joint service. Bishop McDaniel of the Evangelical Lutheran Church in America is our outstanding preacher.

31 - Office all day. Celebrate Eucharist at noon for office staff.

April:

1 - Office in morning. In afternoon Nancy and I drive to Wilmington and check into Shell Island Motel. At 5:15 I participate in the Good Friday walk of the cross from St. James to St. Paul's. In evening, Mack and Martha Umphlett host a delightful evening with The Rev. and Mrs. Blaney Pridgen and the vestry of St. Andrew's and their spouses.

2 - Morning meeting in Wilmington with Revs. Blaney Pridgen and Ton Whiteside and Deacons Andy Atkinson and Bo Etters to discuss ongoing ministry of Good Shepherd Church and downtown urban shelter. Then back to beach where Nancy and I have a relaxing afternoon. In evening we enjoy dinner with Bishop and Mrs. Elebash.

3 - Up early for 5:15 Easter Vigil at Wrightsville Beach. Service

co-sponsored by St. Andrew's, Church of the Servant, St. Paul's, and Good Shepherd. Service really begins at 4:15 a.m. since we went on daylight savings time last night. Weather perfect, approximately 250 people on hand. I baptized, confirmed, celebrated Eucharist, and preached. Back to St. Andrew's where we eat breakfast. At 9:30, baptize 2, celebrate Eucharist, confirm 22, recieve 1, and preach. Drive home Sunday afternoon.

4 - Office all day.

5 - Office all day.

6 - Office all day with several important appointments.

7 - Office all day. Late afternoon appointment with The Rev. Harold Payne who may be interested in working with some of our smaller congregations.

8 - Leave at 9:00 a.m. for Bath, NC with The Rev. Harold Payne and with Chip following in another car. Show Mr. Payne a number of churches along the way including a visit to St. James and St. Mary's, Belhaven and to Shepherd's Staff. Delightful luncheon in the home of Dr. and Mrs. Charles Duckett. Chip and I head back home where I am greeted by an overwhelming load of paper work. In late afternoon we tell Jane Wynne goodbye as she heads for Hawaii and Conference of Diocesan Executives. Chip Marble will leave for that meeting which will commence on Wednesday, April 13th.

9 - Nancy and I drive to Trinity Center for a meeting at 10:00 a.m. with the committee seeking a director for Trinity Center. Committee meets and interviews candidates from 10:00 a.m. until 11:30 p.m. that evening. Committee is too tired to make any decisions.

10 - Drive to Morehead City for 9:00 a.m. service whre I preach, celebrate Eucharist, and baptize 1. At 10:00 a.m., I teach the Adult Sunday School class. At 11:00 a.m. I preach, celebrate Eucharist, and confirm. Reception follows service in parish hall. Then Nancy and I celebrate Eucharist, receive 2 from the Roman Church, and preach. Leave Burgaw at 6:00 p.m. and Nancy and I drive to Greensboro where we spend the night en route to Knoxville to spend a couple of days with my brother, Bill and his wife, Kitty.

11 - Leisurely drive to Knoxville with several stops along way. Nancy and I arrive in Knoxville at 5:00 p.m.

12 - Day dawns cold and rainy. Spend most of the day visiting new churches, my brother's office, and the new Diocesan Headquarters which is under construction.

13 - Bill and I cheer madly to see sunshine and head immediately for 27 holes of golf. We both play better than we have any right to expect. Nancy spends day with Kitty at her Nail Salon.

14 - Leave Knoxville at noon and drive to Burlington where Nancy and I spend the night.

15 - Arrive in Kinston around 2:00 p.m. and spend afternoon in office.

16 - At 10:00 a.m. attend joint meeting of Executive Council and Program Group of the Diocese to work on a Stewardship Statement. Spend most of the day together but did not finish statement.

17 - Nancy and I drive to New Bern where I teach Adult Sunday School Class at 9:30. At 10:30, I preach, confirm 31 and celebrate Eucharist. Both Sunday School Class and Church are full to overflowing. Nice reception follows in parish hall. Then we eat lunch at the home of Mr. and Mrs. Mickey Corcoran.

18 - Nancy and I play golf in the morning. Spend afternoon in office.

19 - Appointments in morning. Appointment with Dr. Jim Bowman in afternoon to check out pain in leg. Everything looks fine.

20 - Office most of the day. Leave in late afternoon with Chip to celebrate the new ministry of The Rev. Russell Johnson as Rector of Trinity, Lumberton. Good congregation on hand as I celebrate, preach and install. Nice reception in parish hall afterwards. Chip and I return to Kinston late.

21 - Office all day.

22 - Office all day.

23 - Office all day.

24 - Off to St. Paul's, Greenville where I celebrate Eucharist, confirm, and preach at both the 9:00 and 11:00 services. After service I have lunch with The Revs. Mid Wootten and Pat Houston and the Vestry.

25 - Mid morning appointment in office after which Nancy and I played 18 holes of golf.

26 - First meeting of the newly restructured Evangelism Commission which will be chaired ably by The Rev. David Chamberlain, Rector of St. John's, Fayetteville. Long meeting of the Search Committee for the new director of Trinity Center.

27 - Organizational meeting of our new Clergy Salary Study Commission ably chaired by Mr. Don Hickman. Appointment with Dr. John Powell who will head our Family Ministries Commission. In late afternoon Nancy and I drive to Wilmington for service at St. Mark's where I celebrate Eucharist, confirm 6, and preach. Reception follows - back in Kinston late that night.

28 - Appointment with Mrs. Richard Cantwell who is now spiritual director of Happening to talk about the whole Happening event. Then appointment to welcome The Rev. Russell Johnson back to East Carolina. It is good to have Russell and Judith at Holy Trinity, Lumberton.

29 - Office in the morning. Then Chip, Jane, Nancy, and I leave for Stewardship Conference at Trinity Center. Over 75 registered. It

looks to be a good conference.

30 - Celebrate Eucharist for Stewardship Conference. The conference itself is excellent. Back home mid afternoon. Nancy and I get out for few holes of golf.

May:

1 - Arrive at St. Peter's, Washington in time to have an early meeting with the confirmation class. At 10:30, I celebrate Eucharist, baptize 1, confirm 4 and receive 2. Nice reception after service in parish hall. Then Nancy and I eat lunch at the home of The Rev. and Mrs. William Bradbury along with some good friends. Nancy and I get home in time to enjoy a few holes of golf again.

2 - Office early then Nancy and I leave mid morning for Camp St. Christopher, the Conference Center for the Diocese of South Carolina where I am to lead a retreat for their diocesan clergy. It is good to renew some good friendships and to make some new ones. Especially good to be with Bishop and Mrs. Allison.

3 - Continue leading conference for the South Carolina clergy.

4 - Conclude conference in mid morning. Nancy and I head back to Kinston.

5 - Day long hearings with Creative Christian Stewardship Committee ably chaired by John Carter of St. Anne's, Jacksonville. Nancy meets Sue Painter's plane in the afternoon and we take her to dinner,

6 - Spend most of day with Sue Painter who has been offered position of Executive Director of Trinity Center. Also spend some time with 2 clergy couples.

7 - Drive to St. John's, Fayetteville. where I ordain Michael McEwen to the sacred order of Deacons. Michael will remain at St. John's as the assistant to The Rev. David Chamberlain. It was my privilege to celebrate Eucharist, ordain Michael and preach. St. John's did its usual good job. Back to Kinston and from there Nancy and I drive to Trinity Center for the night.

8 - Up early to drive to Beaufort where I celebrate Eucharist and preach. Some pleasant leisure time on the Beaufort waterfront. Then 11:00 I celebrate Eucharist, confirm, and preach. Delicious luncheon afterwards in parish hall. Back to Kinston where Sue Painter is our overnight house guest before Nancy puts her on the plane early the next morning.

9 - Some time in the office and some time on the golf course.

10 - Office all day. Meeting with some people from All Soul's, Northwest, to talk about their vacancy.

11 - Golf in morning. Then to office for a short time and from there to St. Cyprian's, New Bern, with Nancy where I celebrate Eucharist, preach, and confirm 3. Delicious dinner following 7:30 service.

12 - Meet briefly with our newly reorganized Family Ministries Commission. Also meet with The Rev. Robert Schriber who is our diocesan Ecumenical officer.

13 - Office all day.

14 - Nancy and I drive to St. Mary's College, Raleigh, where I speak at high school graduation. Melissa Morrisette of Christ Church, Elizabeth City, wins the award for scholastic excellence. M. Mason of St.-Andrew's, Morehead City is the new President of the Student Body. Enjoy time with President Jenkins and Chaplain Janet Watrous very much.

15 - Drive to St. Stephen's, Goldsboro with Nancy for a 10:30 service where I celebrate Eucharist, baptize 1, confirm 2, and preach. The Rev. and Mrs. Chris Mason host a beautiful luncheon for St. Stephen's Vestry and Nancy and me at their home. Back to Kinston briefly and then on to Holy Innocents, Moss Hill with Jane where I celebrate Eucharist, preach, and participate in a Rogation Sunday observance. Holy Innocents serves one of their magnificent "pig pickins" and covered dish supper following the service.

16 - Up early. Jane and I drive to Trinity Center where I present program on Broadway Musicals to lay professionals of the Diocese of North Carolina. Back to Kinston in time to pick up our retired Presiding Bishop, The Most Rev. John Allin at the airport. Then Bishop Allin, Nancy and I drive to Washington, NC to help celebrate the 100th Anniversary of the Episcopal Church Women in East Carolina. We have dinner that evening with the Episcopal Church Women's Board at the beautiful home of Mr. and Mrs. Hodges Hackney. It is a grand occasion.

17 - Celebrate Eucharist at the opening service for the 100th Anniversary of the Episcopal Church Women. We use the same service that was used at the first meeting in 1888. It is a wonderful day. Mrs. Waverly Broadwell, President of the Episcopal Church Women does an outstanding job as does the Centennial Committee under the able direction of Mrs. Richard Craft. The women of St. Peter's really pull things off without a hitch. Mrs. Josh Tayloe is their president and provides excellent leadership and direction. It could not have been a better day. Over 465 women were present and more than 100 more could not be accommodated.

18 - It has been a busy 2 weeks. I play golf with Nancy and loaf most of the day with a brief visit to office in afternoon.

19 - Office most of the day with time taken away to confirm Jeannie Rogers, from Williamston, in the chapel at St. Mary's, Kinston. Nice luncheon with Jeannie, her parents, The Rev. and Mrs. Horton, and some old friends from Williamston.

20 - Excellent day long meeting of Executive Council where some major de-

20 - cisions were made including the decision to sell St. Mark's Church in Fayetteville. Also approve design for a tapestry to hang over the mantel at the Diocesan House. Although we will sign the contract for the tapestry immediately, it will take over a year to complete.

21 - Spend time in the office with enough time out of the office for Nancy and I to play 22 holes of golf.

22 - Drive to Elizabeth City where I teach an Adult Class then baptize, celebrate Eucharist, confirm and preach at 10:30 service. Nice reception in parish hall. Deeply impressed with plans to renovate whole facility. Then on to the home of The Rev. and Mrs. Josh MacKenzie where Nancy and I enjoy both a delightful visit and meal.

23 - Office all day.

24 - Appointments with seminarians and prospective seminarians during the day. Late afternoon Jane, Judy Covington, and I drive to Christ Church, Hope Mills where I baptize 1, confirm, celebrate Eucharist, and preach. Nice reception following the service.

25 - Annual physical examination with Dr. Jillcott. Dr. tells me that my body is wearing out at a fairly normal rate. It is goot to have such a conscientious and caring physician. Pleased to greet son Rick, his wife, Nita, and our granddaughter, Sydney Kathryn, who arrived for a visit.

26 - Office all day.

27 - Meeting with Bishop's Advisory Council to continue work with smaller churches in the northeast. Late afternoon drive to Trinity Center.

28 - Give talk on the sacraments to Cursillo at Trinity Center and participate in Healing Service which follows it. Leave family at beach and return home.

29 - Drive to Holy Trinity, Fayetteville. At 9:00 I meet with vestry. At 10:00 I meet with confirmation class. At 11:00 I baptize, confirm and celebrate Eucharist and preach to the largest crowd I've seen at Holy Trinity. Luncheon on the grounds with some delightful entertainment by Jim Simms. Mr. Waverly Broadwell and I go to St. Mark's, Fayetteville to inventory the church's property. From there to the home of the Broadwells for a nice visit. Home to Kinston in late afternoon where I meet my family. We celebrate Nancy's birthday by cooking steaks on the grill.

30 - Office all day.

31 - Office all day.

June:

1 - Say goodbye to Rick, Nita, and Sydney. It has been a joy to have them.

2&3- Two days set aside for minor surgery but big brave bishop chickens out and reschedules for later on in the month. Nancy and I are able to play golf both days and I catch up on some office work.

4 - Nancy and I drive to Nags Head in the middle of the day for a nice visit with The Rev. and Mrs. Don Porcher. We are their overnight guests and are very much at home. Delightful dinner with the Porchers and Helen and Howard Cliborne.

5 - Celebrate Eucharist, preach at 8:00 a.m. service. At 11:00, baptize 3, confirm, celebrate Eucharist, and preach. Church is filled at both services. Delightful luncheon with vestry and their spouses at the home of Kathy and Haven Newton.

6 - Office all day.

7 - Golf in morning. Office rest of day.

8 - Drive with Jane and Nancy to Kanuga to attend meeting of Provincial Synod.

9 - Synod continues. My brother, The Rev. David Elliott, and I play 9 holes of golf in late afternoon.

10 - Long drive home from Kanuga.

11 - Office in the morning followed by 18 holes of golf with Nancy in the afternoon.

12 - Nancy and I drive to Washington for a 9:30 service at St. Paul's. Their congregation was joined by the congregation of St. Mary's, Belhaven. A good crowd was on hand. I celebrate Eucharist and preached. Then on to Zion, Washington where I baptized 1, confirmed, and celebrated Eucharist. A delightful covered dish luncheon was served to us in the parish hall.

13 - Meet with Commission on Ministry briefly. Then Nancy and I hit the golf course again.

14 - Meet briefly with Stewardship Commission. Afternoon meeting with Mr. and Mrs. William Moore. Mr. Moore is doing an outstanding job as director of Thompson Children's Home. Chip and I meet with The Rev. John Price and Mrs. Norma VanVeld to discuss long range plans for St. Timothy's, Greenville. Nancy and I drive to Hampstead at 4:00 where we look at some possible property for Holy Trinity with The Rev. Hoke Campbell. Then on to the lovely home of Warren and Betty Sanders for a sandwich and brief but pleasant meeting with the vestry of Holy Trinity, Hampstead. Then conduct first Bishop's visitation to Holy Trinity at the Hampstead Community Center. I celebrate Eucharist, confirm and preach at 7:30 service attended by about 75 people. Lovely reception afterwards and then back to Kinston.

15 - Office all day.

16 - Enter hospital as an outpatient for a colonoscopy which I do annually. One polyp sighted; sank same. Dr. expects no problems.

17 - Take it a little easy. Play 18 holes of golf in morning with Nancy. Head for office in the afternoon. Out to Grainger stadium in the evening to watch Kinston Indians play the Durham Bulls.

18 - Nancy and I drive to Fayetteville. Meeting at St. Joseph's at 11:00 a.m. for Coaltion of Black Episcopalians. Drive to Wilmington and spend the night with Bishop and Mrs. Elebash.

19 - Teach Adult Class at St. John's, Wilmington at 10:00 a.m. At 11:00 a.m. celebrate Eucharist, preach, baptize, and confirm. In afternoon drive to Bath for delightful service at Bonner Point with all the churches in Beaufort County. Delicious covered dish supper afterwards.

20 - Meeting of Our Shared Vision Finance Committee to talk about what to do about remaining pledges for Our Shared Vision. Good to get these folks together again. They did an outstanding job.

21 - In morning play golf with Bishops Estill and Vest of North Carolina. Then in the evening the three of us accompanied by our wives drive to Trinity Center where we have a fun evening.

22 - Up early for another round of golf with Bishops Estill and Vest. I play poorly and do not uphold the honor of East Carolina. Back to Kinston in late afternoon.

23 - Office all day.

24 - Spend most of day interviewing candidates for the postion of Stewardship Development Officer. Meet with Dr. Honeycutt, Sr. Warden of St. Paul's, Clinton in afternoon. The Rev. P. J. Woodall has just left St. Paul's and the Diocese. His talents will be missed!

25 - Office and golf.

26 - St. Joseph's, Fayetteville visitation where I celebrate Eucharist, preach, baptize, and confirm. Father Sears and the congregation have done an outstanding job of renovating.

27 - Attend a portion of the newly formed Communications Committee meeting. I am excited about the prospects of this committee under the able chairmanship of The Rev. Mike McEwen. Then Nancy and I drive to Washington for funeral of Mrs. Walker, former president of our Diocesan Church Women. Her mother and daughter are both former presidents also. My knee is extremely swollen and quite painful.

28 - Busy day at office. Appointment with Cathy Cowling, director of Christian Education for St. Mary's, Kinston and soon to be director of Christian Education for the Diocese of Minnesota. Also appointment with Father Tom Cure, director of the House of the Society of St. John's-the-Evangelist, in the Diocese of North Carolina. He wants to take a sabatical and spend it as a parish priest.

- I am hopeful he might become Interim Rector of St. Paul's, Clinton.

29 - Office all day. At 5:30 Nancy and I attend Holy Eucharist celebrated by The Rev. Phil Craig at St. Mary's, Kinston, commemorating his 25th anniversary of his ordination.

30 - Off to Detroit for General Convention with Nancy, Jane, Chip, and Clarence Leary. It is the beginning of my long busy summer.

July:

1-10-In attendance at General Convention in Detroit. I am proud of East Carolina delegation and continue to be grateful for how much we enjoy one another. Between clergy and lay delegates to General Convention and our delegates to the Triennial meeting of Church Women and accompanying spouses, there are about 25 or 26 of us in Detroit.

11-14 Back in office frantically trying to catch up on as much as I can before leaving for the Lambeth Conference in Canterbury, England. On July 14th spend time with Glenn Richards. We have offered Mr. Richards the job of Director of Stewardship Development for the Diocese.

15 - At 2:55 p.m. Nancy, Lynne, and I nervously board a plane for the first leg of our journey to London, England. Leave Charlotte at approximately 5:45 for our trans Atlantic flight which was quite pleasant and totally uneventful. Those who know how much I hate to fly, know how miraculously it is for me to write these words.

15-31 Lambeth Conference, Canterbury, England.

August:

1-20 Tour England.

22 - Office all day.

23 - Office all day.

24 - Appointments all day. Further consultation with Glenn Richards. I do hope he will become our Stewardship Development Officer.

25 - Office all day.

26 - Chip, Jane, and I meet for a good part of the day trying to get a feel for where we are after my being out of the office for 7 weeks.

27 - Office in the morning. Golf in afternoon.

28 - Nancy and I drive to Trinity, Chocowinity where I celebrate Eucharist and preach. Delicious covered dish in parish house afterwards. From there Jane and I drive to Executive Council overnight at Trinity Center.

29 - Continuation of Executive Council overnight.

30 - Meeting with Father Tom Cure to finalize plans of his taking position of Interim Rector of St. Paul's, Clinton. Extremely pleased about this.

31 - Meeting with The Rev. Ashley Hunt, new Rector of St. Thomas, Windsor. I am very impressed with this young man. Meet with Deacon Bo Etter for a good session.

September:

1 - Meeting with 2 vocational deacons. Several appointments with diocesan clergy.

2-4 Off with Nancy to St. Mary's, Kinston Parish Retreat. I will give 5 meditations and have fun the rest of the weekend. Saturday is a magnificent afternoon on beach and a fun square dance in evening. Retreat concludes with a celebration of the Eucharist at which I preside.

5 - Office all day with Chip and Jane catching up after "our lost summer".

6 - Office all day.

7 - Appointment with several persons interested in ordination to the Priesthood.

8 - Office all day. Late afternoon drive with Chip and Jane to Windsor for the Celebration of New Ministry of their new Rector, The Rev. Ashley Hunt. I am quite impressed with this young man and his family. I celebrate Eucharist and preach. Delicious covered dish dinner in parish hall following service.

9 - Office all day. In evening drive to New Bern to help kick off study of the churches in the New Bern area. We have completed this study in both Wilmington and Fayetteville and have found it to be quite helpful. We are fortunate to have The Rev. Ted McEachern of Nashville, Tennessee as our consultant.

10 - Morning appointment with person interested in vocational diaconate. Golf in afternoon.

11 - Drive to Good Shepherd, Wilmington where I celebrate Eucharist, baptize, confirm and preach. Large congregation and outstanding confirmation class. Inspect construction of Good Shepherd House, a day care shelter for the homeless which is being sponsored by the Church of the Good Shepherd. Delightful covered dish luncheon after church in a packed parish house with a number of neighborhood youth present. The Rev. Ton Whiteside is obviously doing an outstanding job. On to St. Christopher's, Elizabethtown where I baptize 3 children, celebrate Eucharist, and preach. Nice service with a delightful reception afterwards.

12 - Golf most of today.

13 - Trinity Center for meeting of Board of Managers. Our first meeting with Sue Painter. She is doing an excellent job. In late afternoon began Stewardship Conference for those lay persons who will be visiting congregations in the name of the Diocese this coming fall. The Rev. Ron Reed from the National Stewardship Office is our speaker. He does an outstanding job.

14 - Stewardship Conference continues and concludes.

15 - Office all day. Then in late afternoon drive to St. Paul's, Greenville to address the members of their lay ministries commissions. There is a good turn out of some committed lay people.

16 - Good day long meeting of Executive Council. It is good to be able to introduce Mr. Glenn Richards, our new Director of Stewardship Development, to members of the council.

17 - Office all day. Son, Bob and his fiancee, Kerry Oaksmith arrive home from Los Angeles for a few days visit.

18 - In early morning drive to Lake Landing where I celebrate Eucharist, baptize, confirm and preach. Immediately following Eucharist process to parish house where we bless the lovely new addition. First Sunday with good friends Marty and Gary Fulton. Gary is now in charge of St. Thomas, Bath; St. James, Belhaven; and the congregations in Hyde County. Good crowd in Lake Landing, superb luncheon in parish hall following service with delicious shrimp and scallops. At 4:00 p.m. in Bath I preach, celebrate Eucharist, and install The Rev. Gary Fulton as Rector of St. Thomas, Bath; St. James, Belhaven and the churches of Hyde County. Good congregation and good occasion. Delicious dinner served on church grounds following the service.

19 - Up early drive to Trinity with Jane and Chip for beginning of Clergy Conference. Attendance is excellent and spirits high. Mr. Clarence Leary joins us to do an excellent presentation on stewardship.

20 - Clergy Conference continues. I celebrate Eucharist at its conclusion. Then Chip and I drive to Wilmington where I meet with The Rev. Al Durrance concerning his retirement plans as Rector of St. Johns. Meetings follow with the vestry and search committee of St. John's - good meetings. Then enjoy dinner with the Wilmington Ultreya and I share a few thoughts with them. Drive home late and I am tired.

21 - Meet briefly with Clergy Salary Study Review Committee. Then golf in the afternoon.

22 - Office all day. Then Jane and I drive to Wilmington for the Ordination to the vocational diaconate of Michael Ligon at St. Paul's. I celebrate Eucharist, preach and ordain. Nice reception in parish house following service.

23 - Office in morning. In afternoon Nancy and I leave for wedding of Troy Bryant and Laurie. Meet with couple of St. Andrew's Church at

- 5:00 p.m. Nice buffet at home of Troy's parents. Then Nancy and I take son, Bob, Kerry, and Kerry's mother out to dinner. This is the first time we have met Kerry's mother. She is a delightful person.

24 - At 11:00 a.m. in the Elizabethean Gordens in Manteo, I officiate at the marriage of Troy Bryant and Laurie. Nancy and I get back to Kinston in time to enjoy golf.

25 - Nancy and I drive to Emmanuel, Farmville for the celebration of their 100th Anniversary. I celebrate Eucharist and preach. Church is packed with chairs in the aisle. Delicious dinner on grounds. A grand occasion. Back home in time for another round of golf. Bob and Kerry spend the night on their way back to Los Angeles.

26 - On golf course early for 9 holes. Back home to tell Bob and Kerry goodbye. Then back to golf course for second 9 holes. Serious preparation has begun for world's greatest annual golf tournament. My brother, my 2 nephews and I will meet for 4 days of golf next week.

27 - Nancy and I jump in the car and hed for Dublin, Georgia where I am to address the clergy of the Diocese of Georgia. Spend the night at Holiday Inn in Dublin.

28 - Speak to Clergy Conference of the Diocese of Georgia. Leave Dublin at 1:30 and drive home to Kinston. We arrive late and tired.

29 - Up early on golf course. First time Nancy has been able to play since she sprained her knee in England. Office in afternoon.

30 - Office in morning. In afternoon continue intense preparation for world's greatest golf tournament. I have played this stupid game for 40 years. Why don't I get any better.

October:

1 - Jane and I drive to Trinity Center where I address 175 young people gathered for our Diocesan Fall Youth Event. What a great bunch of young people and what a superb job The Rev. Chris Mason and Carol Taylor are doing. Back to Kinston in time to continue preparation for world's greatest golf tournament.

2 - Nancy and I drive to St. Mary's, Gatesville where I celebrate Eucharist and preach for a combined service for St. Mary's, Gatesville; St. John's, Edenton and St. Peter's, Sunbury. Good congregation and good luncheon in parish hall. Then on to Christ Church in Creswell where I celebrate Eucharist and preach at a combined service for Christ Church, the churches of Roper, and St. Andrew's, Columbia. This, too, is a nice occasion in a magnificent old church.

3-7 At the Greenbrier, White Sulpher Springs, West Virginia with Nancy, my brother, my 2 nephews, and their wives - 36 holes of golf was played everyday. It was a fun week. I lost.

8 - Office in the morning. Golf in the afternoon.

9 - Nancy and I drive to Wilmington where I teach Adult Sunday School at Church of the Servant at 9:45 a.m. At 11:00 service, I celebrate Eucharist, preach, baptize 5, and confirm 6. Delicious covered dish luncheon served outside following service. The Rev. Joe Cooper and I then drive to a health care home to take communion to Peg Wyche.

10 - Nancy and I play golf in the morning. Good meeting with Glenn Richards, our new Stewardship Director, in the afternoon. We are fortunate to have a man of his commitment and talents.

11 - Office all day.

12 - Most of the day spent going over calendar and making plans with Chip and Jane. Much accomplished that had been hanging over our heads.

13 - Meet with Evangelism Commission in morning. In afternoon meet with Waverly Broadwell and one of the architects concerning the outside of the office building. We are not pleased with the way it looks.

14 - Office in morning. In afternoon shot the best round of golf I've ever played. Nice to set some kind of record at age 57.

15 - My birthday. Nancy and I drive to Wilmington for banquet sponsored by the Coalition of Black Episcopalians. The Rev. Barbara Harris first woman to be elecced Bishop in the Anglican Communion is the speaker. Excellent speech and outstanding crowd.

16 - Trinty, Lumberton where I preach, celebrate Eucharist, baptize 1, and confirm. Taught Adult Sunday School. Nice reception in parish hall following service. On to Fayetteville where Nancy and I had a nice luncheon visit with The Rev. Lucy Talbott prior to her very serious back surgery at Duke this coming week.

17 - Nancy and I play golf in morning. Office in afternoon.

18 - Regular 6 month appointment to check on my vocal cords. I got a good report. Afternoon appointments with clergy interested in moving to Diocese. Then Nancy and I sneak off for 9 holes of golf.

19 - Drive to Edenton where I make calls in the black community most of the day. Good service in the evening at St. John's with The Rev. Barbara Harris.

20 - Continue to call on black community in Edenton. Leave before final service rather than afterwards as I had planned because Nancy had gum surgery in the afternoon.

21 - Office all day. Appointment with a senior warden whose Rector has recently resigned and an appointment with a young man considering seminary.

22 - Office in morning. Nancy and I play golf in afternoon.

24 - Nancy and I drive to St. Anne's, Jacksonville for 9:30 Sunday School Class. At 10:30 service The Rev. Mr. Cooke baptized 5, I preached,

- confirmed, and celebrated Eucharist. Nice reception following service in parish hall. Lovely luncheon at the home of Mr. and Mrs. Carl Ragsdale. Drive by new memorial to the marines who were killed in Bierut. One of these young marines was our next door neighbor in Virginia Beach when he was a boy. Then on to Trinity Center for clergy/spouse conference. Clergy/Spouse Conference continues. The Rev. Will Campbell is our speaker and he is excellent. Delicious seafood buffet that evening followed by a square dance. Twas fun!

25 - Clergy/Spouse continues and concludes with a Celebration of Holy Eucharist followed by lunch. Met with Waverly Broadwell and architect, Ken Burnette most of afternoon to discuss proper maintenance of Trinity Center's buildings. We are pleased at how good everything looks.

26 - Staff meeting in morning. We have a great deal of territory to cover. Fun golf in afternoon with Nancy.

27 - Bishop's Advisory Council meets in the morning. These are the churches involved in Coalition 16. It is good to have most of them happily settled once again. It is good to welcome The Rev. Gary Fulton and The Rev. Web Simons to this meeting. Golf in afternoon.

28 - Try to deal with heavy back log of correspondence in morning. Out for round of golf in afternoon.

29 - Day long Sr. Warden's Conference at St. Mary's, Kinston. Good meeting, good crowd.

30 - St. Paul's in the Pines, Fayetteville. At 10:00 service I preach, confirm 5, and celebrate Eucharist. Nice reception in parish hall followed by an Adult Sunday School class that I teach. Then Nancy and I drive to The Rev. Lucy Talbott's home to take her communion. She has just returned home from Duke following surgery.

31 - Appointment with a priest who is interested in coming to the Diocese. Office rest of day.

<u>November</u>:

1 - Office all day.

2 - Meet for a time with newly formed long range planning committee for Trinity Center. Office rest of day. It is my privilege to go to St. Stephen's, Goldsboro, where I celebrate Eucharist, preach, and ordain Gloria Price to the Sacred Order of Deacons at 7:00 p.m. Excellent congregation present and nice reception afterwards.

3 - Spend most of day with parishioners from several churches who are not too happy with their clergy.

4 - Office all day.

5 - Go to New Bern for preliminary report of the area study lead by Ted McEachern. Interesting reports presented. Lunch with some of those

- present. Back home late afternoon.

6 - Head for St. Paul's, Washington for a delicious breakfast with some members of St. Mary's, Belhaven and St. Paul's. I am able to see outstanding renovation work which is being done by the people of St. Paul's. Then on to Zion, Washington for the observance of their 250th birthday. Zion is joined in worship by St. Mary's, Belhaven and St. Paul's, Washington. The beautiful country church is packed. I celebrate Eucharist and preach. Immeditely following service, Frances Douglas and I take communion to her lovely mother who was too sick to attend the service. Then back to Zion for a huge and delicious covered dish luncheon. All in all it was an excellent celebration.

7 - Good visit with Nancy Craig and Katy Whitley concerning the Hunger and the Christian Social Ministries Commission. It is good to have such good strong lay leadership.

8 - Staff meeting in morning. How busy we are and how little time we have to meet. Jane does a good job coordinating our ministries. Meeting with John Price who is, I am sorry to say, considering a call to another diocese. Late afternoon meeting with a retired priest of the diocese to see if he was interested in serving as priest-in-charge of 2 congregations. Thank goodness he is.

9 - Glenn Richards, Jane, and I drive to Fayetteville for a luncheon meeting to introduce Glenn to the Fayetteville clergy. Afternoon meeting with a clergyman to talk about his future. On to a lovely reception at the home of The Rev. and Mrs. David Chamberlain. On to St. John's, Fayetteville, where it is my privilege to celebrate Eucharist and ordain The Rev. Michael McEwen to the Sacred Order of Priests.

10 - Visit with representatives of the Covenant Players who are interested in doing something on a diocesan level. Later meet with Deacon Gloria Price to consider her diaconal responsibilities.

11 - At 10:30 a.m., play host to the Youth Confirmation Class of St. Peter's, Washington. It is fun to show them around the Diocesan Office, talk to them about my job and answer any questions. They are an attractive and an inquisitive group of young people. Standing Committee also meets today to decide whether or not to give consent to the election of The Rev. Barbara Harris to be Suffragan Bishop of the Diocese of Massachusetts and the first female Bishop in the Episcopal Church. I am happy to report that the Standing Committee does give consent for her consecration. At a 1:00 p.m. luncheon in the Diocesan Office I introduce Mr. Glenn Richards, to the Kinston area clergy. Appointments with 2 clergy following that meeting.

12 - Nancy and I drive to Trinity Center where I talk on sacraments to Cursillo community. Back home for a late afternoon game of golf.

13 - Nancy and I drive to Hertford where I preach, celebrate Eucharist at Holy Trinity. Delightful reception afterwards in parish hall. Then Nancy and I go to rectory for lunch and a good visit with Edna

- and Ben Wolverton. On to Woodville where at 4:00 p.m. I celebrate Eucharist and preach to a good congregation of about 45 with several young couples and small children. Then to a delicious dinner at the home of the Urquarhts.

21 - Office all day.

22 - Drive with Glenn Richards to Edenton. Good meeting with John Gibson At 1:00 play host to the clergy in the Edenton area at a luncheon where I introduce Mr. Glenn Richards to the clergy.

23 - Office all day.

24 - Celebrate Eucharist at St. Mary's, Kinston. Thanksgiving dinner at home with Nancy, Lynne, and Marble family.

25 - Office all day. Afternoon appointment with a prospective seminarian.

26 - Golf in the morning with Nancy. Then to Williamston where I assist in the wedding of Karen Oglesby and Kent Perry at the First Baptist Church. Good to see many old friends.

27 - Up early, Nancy and I drive to Swansboro for a good visit with The Rev. John Hagood. Then I celebrate Eucharist, preach, and confirm. Fun reception following the service. Full church.

28 - Office in morning. Good appointment with The Rev. Chris Mason and Carol Taylor concerning youth work in Diocese. Nancy and I sneak out for 9 holes of golf in the late afternoon.

29 - Drive to Trinity Center with Jane. I meet with The Rev. Jim Cooke concerning the program for those preparing for the vocational diaconate. Then attended Lutheran-Anglican-Roman Catholic Conference of Eastern North Carolina.

30 - Conference continues and concludes. I celebrate Eucharist for Lutherans and Episcopalians.

December:

1 - Conference with prospective seminarian. Then to dentist. Nancy and I play golf in the afternoon.

2 - Day long meeting of the Executive Council. Several major decisions were made. Good meeting and a good spirit.

3 - Attended opening of Treasurer's Workshop at Diocesan Office. Go by St. Mary's briefly to visit with some of the members of the Cursillo Secretariat. Nancy and I play golf in the afternoon.

4 - Nancy and I drive to St. John's, Fayetteville, where I speak to children at their chapel service at 9:15. Then I meet with confirmands after children's chapel. At 10:30 I celebrate Eucharist, preach, and confirm 16. Nice reception in parish house following service. Then the Chamberlains, Nancy, and I eat a quick lunch. At

- 2:30 I meet with Jim Boyd and the vestry of Good Shepherd, Fayetteville. Office in morning. Nancy and I play golf in afternoon.

6 - Office in morning. Nancy and I play golf in afternoon.

7 - Office in the morning. Lunch with newly formed Development Commission that has been appointed to work with our Stewardship Development Officer. Golf in afternoon. Then in evening Nancy and I host a dinner party for Mr. Glenn Richards.

8 - Office all day.

9 - Office in the morning. Then drive to Trinity with 2 afternoon appointments there. A good meeting in the evening with the excellent vestry from St. John's, Wilmington.

10 - Nancy and I drive back to Kinston in early morning to replace a blownout tire. In office til mid afternoon. Nancy and I drive to Wilmington where we spend night.

11 - Drive on to St. Philip's, Southport where at 9:00 a.m. I celebrate Eucharist, preach, and baptize 1. At 10:00 a.m. teach Adult Sunday School Class and at 10:30 speak to Children's Sunday School. At 11:00 a.m. I celebrate Eucharist, preach, and baptize 1. Nice reception following service in parish house. Then Nancy and I drive back to Kinston in the afternoon.

12 - Happy meeting of the Bishop's Advisory Council. We finally have all the churches that were in the old coalition both regrouped and well staffed. The transition has been exhausting and at times painful

13 - Staff meeting most of the morning. Spend rest of day with Jane and Chip typing up loose ends and appointing many committees, etc.

14 - Spend most of the day with clergy; some from diocese and some who want to come into diocese.

15 - Meet with Commission on Ministry during the morning. Nancy and I get in a few holes of golf after lunch. Jane and I drive to Washington, NC, where I speak to a dinner meeting of the Rotary Club.

16 - Office all day. In evening go to dinner with Nancy, Marbles, and Boyds.

17 - Chip and I drive to Trinity, Chocowinity for a morning meeting with Vestry to speak about their future. My daughter, Lynne, and I do some shopping in afternoon.

18 - Nancy and I drive to St. Thomas, Oriental, where I celebrate Eucharist, preach, and confirm 8 at 9:00 a.m. Then drive to Aurora for 11:00 a.m. service where I celebrate Eucharist, and preach. Delicious covered dish luncheon afterwards in parish hall.

19 - Surprise visit from David Crabtree, who is back in the area for a visit. Good to see David again. Office rest of day.

20 - Appointment with a prospective seminarian. Quite impresses with this young man. Nancy and I play golf in afternoon.

21 - Office all day.

22 - Office staff and families have a delightful Christmas party. Office closes for holidays about 2 days. Nancy and I play golf. Call on some friends.

23 - Jane, Chip, and I at office most of day working on year end business.

24 - Office for a little while in morning. Home rest of day.

25 - At home Christmas Day.

26 - Nancy and I play golf in morning. Afternoon at home.

27 - Couple of appointments with diocesan clergy. Office work rest of day.

28 - Home finally. Almost caught up with back log of work which piled up during General Convention and Lambeth Conference.

29 - Office all day.

30 - Appointments with 2 persons who are interested in seminary.

31 - Office part of the day. Then a quiet New Year's Eve at home.

GOALS FOR STEWARDSHIP

INDIVIDUAL LEVEL: 1. The Biblical tithe as the minimum standard of giving for Episcopalians will be reaffirmed by the Executive Council and the annual Convention.

2. Pledges to the churches will be doubled by 1992.

3. A year-round stewardship program will be operating in every parish.

PARISH LEVEL: 1. Pledges by the churches to the Diocese will be increased by 80% by 1992.

2. The minimum level of giving in 1988 will be 10%.

DIOCESAN LEVEL: 1. Beginning in 1988, a full-time development director will be in place to develop Planned Giving for both parishes and the diocese. The National Church will pay half of expenses the first three years.

2. By 1992, the Foundation, in cooperation with the Executive Council, will have provided leadership to have completed a capital funds drive. Some of these funds will be used for:

a. land acquisition and congregational development.

b. Creative Christian Stewardship Grants.

GOALS FOR CONGREGATIONAL DEVELOPMENT

GOAL: By 1992 the Diocese of East Carolina will have implemented a Diocesan Strategy for Congregational Development which includes establishment of new congregations and the revitalization and/ or transformation of existing congregations.

OBJECTIVES:

1. During 1988-1989 - Complete area study for Mission and Ministry in each area of the Diocese and each congregation to identify need for revitalization, transformation and initiation of new work, and to prioritize those needs ($15,000).

2. In 1988-1989 - To have developed a strategy for working with each rural congregation and groupings of congregations to assist in the revitalization or transformation of their Mission and Ministry.

3. By the end of 1989 - To have identified and trained 6 lay people in consultation skills, and 4 persons in parish conflict management skills ($6,000).

4. By the end of 1989 - Will have developed, in cooperation, with the Commission on Ministry, guidelines for the establishment of new forms of lay and ordained ministry for work in rural and special communities.

5. 1989-1990 - Launch capital funds campaign for acquisition of property, new missions and revitalization of existing congregations.

6. By the end of 1992 - Will have launched 3 - 5 new congregations.

GOALS FOR EVANGELISM

GOAL: To enable the Episcopalians of the Diocese of East Carolina to proclaim the good news of Jesus Christ to all people.

STEPS TO ACHIEVE THIS GOAL:

1. By the end of three years, we will have a minimum of 15 parishes involved in the current Evangelism Project.
2. By 1992, all parishes will have active, working Commissions on Evangelism.
3. Guidelines for Cursillo and other conferences will be developed to help participants impact and integrate with local parishes.
4. More use of the public media on a Diocesan-wide basis.
5. Evangelism will be the focus of the Bishop's time and energy for the next three years.
6. The Bishop will hold a three-day/night renewal preaching mission in every area of the Diocese.
7. There will be a preaching/renewal conference for all clergy before the renewal mission.
8. There will hopefully be at least 10% growth in every parish within three years.

GOALS FOR SERVANT MINISTRY

GOAL: To make possible that, in five years, every Episcopalian in the Diocese of East Carolina will be able to acknowledge and articulate his/her ministry, and live this ministry out with the support of a faith community.

OBJECTIVES:

In 1988:

1. Select one large and one small church in each convocation to serve as models of the process.
2. Design the process. (The Department of Christian Ministries will be asked to develop this process and to follow it through with the model congregation.)

In 1989:

1. A Diocesan Training Committee is organized to teach the process of gift identification to the parishes.
2. Volunteer coordinators from each parish or cluster of parishes will be trained by the Training Committee to work with individual parishes in helping them to spot talent and gifts among the clergy, deacons, and lay persons (adults, youth and children).
3. Assess avenues of servanthood.
4. Make connections so that no one feels alone or excluded.
5. Hook in to existing ministries; offer opportunites for the fruition of gifts.
6. Free people to say <u>yes</u> and to say <u>no</u>, always remembering that Christian charity is not mediocrity and that servants are loved but accountable.

In 1990:

1. Create the process of evaluation. Proceed.

GOALS FOR LEADERSHIP DEVELOPMENT

GOAL: To establish a Leadership Training Institute to provide training in leadership skills for individuals elected or appointed to positions in the church.

OBJECTIVES:

1. To have the existing Consultant's Network design and bring into being in 1988 a leadership training institute.
2. To develop a plan of funding the institute and its participants at both the parish and diocesan levels.
3. To provide programs for the revitalization of inactive leaders.

GOALS FOR STRENGTHENING BLACK MINISTRIES

GOAL: To make the Diocese of East Carolina aware of the opportunity to minister and evangelize that portion of the population which is black in eastern North Carolina.

OBJECTIVES:

1. To strengthen the eight existing black congregations by 1992.
2. To have a black person in a responsible position on the diocesan staff by 1992.
3. In cooperation with the Department of Missions, develop strategies for new integrated parishes.
4. To examine how the dynamics of racism affect our corporate life and our ability to evangelize.

COMMITTEE ON THE BISHOP'S ADDRESS

First of all I am pleased to report that at the second called meeting of the Committee on the Bishop's Address all members were present and accounted for. Once we were together, however, it was evident that we were faced with a formidable task. It was tempting to take the advice of one delegate who said that the best thing to do in response to an address of such power was to say "AMEN!" and be done with it. Undaunted, however, we pressed on.

We join our voices with those who in other times and places have expressed our thankfulness to God and our appreciation to you, Bishop Sanders, for your ministry among us and with us. We sense a renewing of the Office of Bishop through you, as we experience a growing prophetic dimension of that office as expressed in your Convention Address, calling into question our level of commitment to the work our Lord is calling us out into the world to do. You keep our world large, geographically, socially, culturally, spiritually. You will not let us be comfortable in our "middle-class ghettos" or in any form of smug provincialism. You call us to "see our world as it is" with all its injustice, poverty, hunger, brokenness. And you let us in on your deep, heartfelt pain, and sadness, and frustration at the "scarcity" of our response as the people of God, blessed with such "abundance", in the face of such great need. We pray that this Convention may extend beyond this place the spirit of compassion and responsiveness to human need that you embody. As the youngest member of our Committee summed it up, it comes down to love: love of our Lord, love of our neighbor. Do we care enough about demonstrating that love, in your words, Bishop, to try to change things?

It is obvious that there is much more to the Bishop's Address than can be responded to here, point by point. He reminded us of the agenda that has been set before us in the Executive Council Goals. While he encouraged us to keep working on them, inspired by the examples of steps already taken and accomplishments to be pleased about, the agenda in one sense is almost overwhelming. We wonder if there is a kind of paralysis by possibilities on the part of some of us, while others are able to be energized by a vision of a possibility become reality and manage to get on with it. We believe that one of the things that defines the difference is whether or not we have begun to understand at the deepest personal level the meaning of stewardship and have begun to act on it.

Upon hearing our Bishop's reflections on his Lambeth Conference experience, we are struck by the powerful simplicity of the insight that it is such basic disciplines as Bible study and prayer that "fire the engines" of our mission and ministry and that are the means of experiencing "the transforming power of God's word and love." But we also hear that in terms of "the world as it is", the stewardship of money is part of that fuel. Money is also power, and as long as we hold tightly to it we are comforted by a sense of control, which runs counter to our Lord's call to surrender all that we are and all that we have in service to Him, as we serve our brothers and sisters in His Name.

We know how strongly our Bishop and Stewardship Committee feel about our voluntary standard of giving on the part of congregations to Diocesan program and ministry. We applaud that commitment. In the face of our limited response on that standard, however, we wonder whether it might not be time to free our diocesan leadership to set more specific goals in monetary terms for our congregations, since we have found it so easy to ignore even requests for percentages.

Finally, our Committee wants to affirm what we have heard throughout the discussions and reports of this Convention as echoes of our Bishop's message calling us to "come on, let's go to work" to do what we are continually being sent out into the world to do. And we want him to hear the affirmation of His presence and ministry in those same echoes. The "us" in the words of the convention theme, "Send us", reiterated in the Bishop's Address, apply to "us" as the 106th Convention of the Diocese of East Carolina; "us" as the congregations of our diocese; and "us" as you and me, individual bearers of the light of Christ, just as we all for a few moments were candle-bearers at the beginning of our opening worship together. May God grant us the courage and the willingness to risk becoming beacons of the Gospel of Jesus Christ in our day and to our world. AMEN.

Respectfully submitted,

The Rev. James C. Cooke, Jr., Chairman
Mr. Charles Gaddy
Mrs. Alicia Ragsdale
The Rev. Julian Cave
Mrs. Nancy Meek
Mr. John Robinson

To the Bishop and the One Hundred and Sixth Annual Convention of the Diocese of East Carolina:

The Department of Christian Education has been very active during 1988. In addition to our normal activities, we undertook a thorough analysis of our work within the diocese. That analysis is nearing completion and it is our hope to present to the Executive Council of the Diocese a mission statement early in 1989. As always we welcome input from others into this process.

During 1988 the Department has continued to support individuals within the diocese who wish to attend workshops or conferences. Our scholarship program is small, but it has enabled people to attend conferences at Trinity and Kanuga during 1988.

Individual members of the Department continue to provide training workshops for parish Christian Educators throughout the diocese. A long standing problem at the parish level is the turnover in personnel. This means that there is often little carryover within the parish from one year to the next.

Once again during 1988 the department has been involved in supporting two major educational conferences within the diocese. Our June conference this year focused on the new Initiatory Rites Standards adopted by the diocese. The conference tried to provide the participants some guidelines for the implementation of these educational standards within the Christian Education program of the parish.

Our recently completed November conference again had a focus on "Spirituality". Our retreat leader for the second year in a row was Sister Rose Mary Daugherty of the Shalem Institute. Participation in both of these conferences was down slightly from 1987, but the participant evaluations were very positive for both conferences.

We are delighted to announce that the conference leaders for the June 1989 and 1990 conferences have already been confirmed. On June 21-24, 1989 at Trinity Center the conference leader will be Dr. Howard Hanchey, Professor at Virginia Theological Seminary, and author of the book: "Made For Life: Organizing a Parish for Christian Education". On June 20-23, 1990 our conference leader will be The Rev. Howard Williams, recently appointed by the Presiding Bishop to the post of Director of Children's Ministries at the Episcopal Church Center. On the first Saturday in Lent, February 11, the department will provide a Quiet Day in four locations in the diocese. This program is being coordinated by the Rev. Cherry Livingston.

The Department has continued to utilize our video equipment to record most of the conferences and workshops within the diocese. These tapes are then turned over to the Resource Center for use within the diocese.

The work of this department is carried on by a whole host of hard working individuals with whom it is a real pleasure to work and play.

Respectfully submitted,
Richard W. Warner, Jr., Chair

COLLEGE WORK COMMITTEE

To the Bishop and the One Hundred and Sixth Annual Convention of the Diocese of East Carolina:

The College Work Committee of the Diocese continues to struggle with the problem of implementing college ministry programs on college campuses in our diocese other than the existing programs on the campuses of East Carolina University and the University of North Carolina at Wilmington. There is no question in the minds of the committee that the program at ECU under the direction of Marty Gartman, and the program at UNC-W under the direction of Bob Haywood are quality programs. The program at ECU is a joint program which is supported by the diocese and St. Paul's Episcopal Church, Greenville. The UNC-W program is an ecumenical program that is supported in part by the diocese, but which receives a majority of its support from other denominations.

After two years of attempting to implement the program approved by the Executive Council of the Diocese, it is the feeling of the committee that a new look must be taken at ways to implement new programs at other campuses within the diocese. It is important, however, to continue our support of the existing programs. Our request for funding is based on that need.

Respectfully submitted,

Richard W. Warner, Jr., Chair

CAMPUS MINISTRY AT EAST CAROLINA

To the Bishop and the One Hundred and Sixth Annual Convention of the Diocese of East Carolina:

Right up front I wish to thank the clergy and people of St. Paul's for their continued support of campus ministry in Greenville. The clergy continue to give of themselves in weekly services and in countless other ways. Parishioners cook our meals and provide the food themselves. They join us in worship and sponsor us in CROP Walk. They serve on the Parish Campus Ministry Committee and on the Diocesan College Work Committee. We are provided with office space, supplies, secretarial services - it goes on! Students feel a part of the parish and many attend other parish functions in addition to our weekly student gatherings. Both parishioners

and students benefit from this blending of church and campus communities. Needless to say this could not happen without the financial support and the goodwill of the diocese. Thanks be to God!

The following is a review of our 1988 program:

In January, 1988, the Episcopal Student Fellowship began the new year with several discussions on The Gifts of God by Eugene Goetchuis and Charles Price. We dealt specifically with the gifts of God in creation, concentration on the recognition and development of our own unique gifts and ministry.

In February The Rev. A. C. Marble, Jr., visited us as guest speaker. He talked about what the church means to him. He also gave us a preview of our diocesan convention upcoming issues. Human sexuality was discussed covering its many aspects along with other questions that arose in conversation. It was a good and very lively evening.

Diocesan Convention drew at least 20 college student participants from our fellowship. They served 1) in the opening and closing services 2) as musicians 3) as ushers 4) as floor runners and counters for the Elections Chairman 5) as entertainers at the banquet. This was an excellent and enjoyable experience for them. The highlights for the student group were: 1)the ordination of Jim Smith (one of our advisors) to the diaconate and 2) the final passing of the constitutional change to allow the addition of a student delegate to the delegation of a parish which has a parish-based campus ministry program.

In March we had a good student attendance at the Parish Lenten Suppers. The theme was "Ministers of the Church". Bishop Sanders spoke the first night on The Ministry of the Bishop. The next three Wednesdays covered The Ministry of the Priest, The Rev. Patrick Houston and The Rev. Middleton Wootten; The Ministry of the Deacon, Dr. Jim Smith; The Ministry of the Laity, Mr. Michael Bell.

Respectfully submitted,

Martha Gartman

CHRISTIAN SOCIAL MINISTRIES

To the Bishop and the One Hundred and Sixth Annual Convention of the Diocese of East Carolina:

We started the year with a dramatic presentation to the annual convention that set before the diocese our goals. We were seeking direct involvement with the poor and lowly, not simple giving of charity. We were defining this focus to ourselves as well as to the convention.

Our small, fiercely dedicated group, redesigned the concept of the

diocesan goal for servant ministry so that it would have as its core the recognition of the servanthood of Christ with dedication to justice for the oppressed. We wanted to learn to recognize Christ in each person, whether he/she is one of the "deserving poor" or not. But first, we sought to find out what was going on around the diocese in the area of Christian Social Ministries.

We devised a survey which was sent to all rectors and all ECW presidents; 2/3 of our parishes responded. The results of this survey will be made available to those who want to read them; the diocesan office has copies.

Our next step is to organize visitations to the churches that have workable, effective programs for social ministries and to share those with other parishes that asked for direction and new ideas. So, please, welcome the members of CSM when we call on you.

In the middle of all this exciting work, our leader, the Rev. P. J. Woodall left for Massachusetts and we were bereft. But since need continues, the work continues. We made progress in one aspect of our program. The long involvement with migrants which we call Episcopal Farmworker Ministries continues in direct cooperation with the Diocese of North Carolina. We received a grant of $25,000 from the Jesse Ball duPont Foundation and have accumulated an additional $25,000 which was sent to our sister diocese in memory of the Rev. Lex Mathews. Coupled with the small and large contributions from many ECW groups, parishes and individuals of both dioceses we had enough money to proceed with our long-held dream of establishing a center for Farmworker Ministries in Newton Grove. We bought an acre and a half of land, have met with the architect and have seen the plans for a building that will be adequate for housing a day care for children, classes for adults and other services; a building which will become "a place to call their own" for people who are among the dispossessed in our state. So now, whenever you send a contribution for migrant ministries, know that it will go to this specific goal (unless you mark it differently).

With the blessings of Bishop Sanders, the CSM group has started a study of the prevailing sickness of racism in our society and in our churches. A subcommittee has met regularly to discuss how to proceed, under the able direction of a veteran in the struggle for racial justice, the Rev. Walter Welsh. This is an integrated subcommittee and we are now seeking to work closely with the Coalition of Black Episcopalians.

Recognizing the terrible reality of poverty in our region - eastern North Carolina - the bishop has asked us to take on this subject also. We will work closely with the Poverty Project of North Carolina and with Nancy Craig who chairs the Hunger Committee for our diocese and for Province IV. Another national involvement has been thrust upon one of our own. Katerina Whitley who edited Cross Current for six years is now the consultant for communication for the Presiding Bishop's Fund for World Relief. You will be hearing more about these matters throughout the year.

Respectfully submitted,

Katerina K. Whitley, Acting Chair

UNITED CHRISTIAN CAMPUS MINISTRY AT UNC-W

To the Bishop and the One Hundred and Sixth Annual Convention of the Diocese of East Carolina:

Wilmington College became UNC at Wilmington in 1967. Growth was inevitable and concerned clergy and laity from the community recognized the need for a christian ministry at the campus. In 1973, United Christian Campus Ministry at UNC-W became a reality. Today our ministry is sponsored by several local churches as well as denominational support from the Episcopal, Presbyterian, Baptist and Methodist denominations. Ministry is governed by an incorporated Board of Directors made up of representatives from the supporting denominations. Reverend Bob Haywood, an ordained Presbyterian minister who has served on various campuses for the past twenty years is our current staff person and has been at UNC-W since February of 1980. Our long range goal is to work with Christian students at UNC-W and other students as well as the university system itself to promote an atmosphere in which growing persons can discover strength and meaning in the Christian faith and become a positive influence in University affairs and the total life of the community. It is worth noting that Bob Haywood is the only full time Protestant campus ministry professional at UNC-W, a University who's student body now numbers in excess of 6,500. There is also a Catholic priest at UNC-W.

UCCM is unabashedly christian and all that we undertake begins with the theology and personal relationship to God that such a faith stands demands.

The most significant development of 1987 was a transition in the student group with which Bob has worked. Since 1980 he has been a part of a group called Campus Christian Fellowship which chose to become a part of Intervarsity Christian Fellowship in December 1986. In the spring of 1987, with the help of some local clergy who identified potential interest in students, a steering committee was developed for a new student group which took the name of F.O.C.U.S. (Fellowship of Christian University Students) F.O.C.U.S. became a viable student organization in August of 1987 and has been a strong student group from the very beginning with an active weekly participation of between 30-40 students. F.O.C.U.S. activities center around a weekly meeting for fellowship, teaching, discussion, singing and worship. It also has retreats, participates in the State-wide state and conference, has Bible studies and social activities. Bob has also organized a Council of Ministries at UNC-W. F.O.C.U.S. has participated with these groups in a hunger week which included a five mile hunger walk on campus and a miss-a-meal project which, combined, raised almost $1,000. These groups also participate in Bob's "first exam survival kit" program where parents send in a small fee and a note of encouragement on the advent of their child's first set of college exams and the students put together a bag of goodies along with the note and deliver them to the freshman in the residence halls. This year, 425 packages are being delivered. UCCM also sponsored a Christmas Candlelight Communion Service on the night before the last day of classes in December which usually involves between 260-300 students at an 11:00 p.m. service at a borrowed Lutheran Church across the street from the campus.

Beyond organized Christian group activities, Bob works to get to know and do ministry with students who have not chosen to join a Christian group. This finds him doing guest lectures in classes. He has spoken in a Human Sexuality class about the moral issue of abortion, in nursing classes and psychology classes about death issues and has also done several programs in the residence halls related to AIDS and the need for responsible sexuality. Bob's wife is the Health and Wellness Coordinator at UNC-W and Bob along with several board members participated in "Livewell 87", a day long event with activities in the 6 dimensions of Wellness (physical, occupational, social, environmental, intellectual, spiritual) set up outside the University Union involving over 1,000 students. Bob works with a meber of the student development counciling staff with a group called Kaleidoscope which provides an opportunity for students who have some difficulty connecting with other students to get together for discussion and activities ranging all the way from going sailing to baking cookies. One of the committees of UCCM is the Shalom committee which is concerned about peace issues at UNC-W. In January of 1987, we instigated and developed support for a major one day symposium on campus entitled "National Defense in the 1990s" which involved a look at nonviolence as national policy along with presenting the present administrations perspective. Bob also worked with minority affairs and the minority art committee to student activities to bring Verna Dozier, Episcopal lay woman, to campus in September, 1987. We are presently involved in working with Peace Works in North Carolina towards a one day event in January titled "Teaching Peace" for the campus and community.

Since being in Wilmington, Bob has developed a love for sailing and beginning with a small 15-foot daysailer donated by UNC-W to United Christian Campus Ministry, begin taking students sailing on Friday afternoon sailing trips as a means of getting to know them. In December 1986, a doctor from Fayetteville donated a 27-foot Hunter sailboat to United Christian Campus Ministry and the Friday afternoon sailing trips have become a regular part jof this ministry often providing a means to develop deeper and more significant conversations and relationships with students as well as having a good time together. Some of the deepest sharing takes place on these excursions. For the last seventeen years, Bob has provided an opportunity to take students on a chartered sailboat in the Bahamas for an experience in personal growth and fun. This continues to be a viable activity and is heavily advertised so as to involve students who are not already involved in the programs of United Christian Campus Ministry. The cruise for March of 1988 was completely booked up by the end of October 87. Experiences like this cause students to expand their horizons to do significant exploring about themselves and their values. Six years ago the editor of the student newspaper, The Seahawk, went on the cruise and during that experience invited Bob to begin writing an article for the student newspaper which is a reflective piece on various faith in life issues. Another experiential learning trip was also carried out during fall break 1987 where 8 students went to Washington D.C. to experience some of the specialized ministries in that city. Such an experience kind of broke open their understanding of what the Christian Church is all about and what Christian discipleship might mean. It left them with a lot of questions that they are continuing to explore.

Beyond the Christian groups, beyond the other student activities, Bob also tries to work within the system at UNC-W as well. He has been accepted as a regular part of the student affairs staff and attends staff meetings and retreats and has even done workshops for the student affairs division in the area of spirituality. In the spring of 1987, he also presented a workshop on "Spirituality in a University Setting" to the student affairs staff of N.C. State. Because of his acceptance Bob has served as chairperson on a task force to examine fraternity and sorority life at UNC-W three years ago. He has served as chairman of a search committee for the present director of the Student Development Center. He has served on the Housing Advisory Board, the Substance Abuse Advisory Board and the Health Promotions Advisory Board.

The fall semester of 1986 and spring semester of 1987 saw the occurence of six student deaths scattered throughout the year, as well as the death of two beloved long-time faculty members. On most of the occasions, Bob organized campus-wide memorial services that found him being increasingly preceived as chaplain of the whole campus in these times of crisis. Also, whenever a student is sent to the hospital, the Dean of Students Office notifies Bob of the student's name and location.

Counseling is a continuous significant aspect of ministry with requests coming from F.O.C.U.S. and referrals coming from various faculty as well as from the Student Health and Wellness Center, particularly those students who are dealing with problem pregnancies.

Beyond all this, Bob spends time attending the various judicatory meetings of the denominations that support this ministry, speaks in local churches about campus ministry and at a variety of fellowship suppers and Sunday morning worship experiences, works as a volunteer and a trainer with the lower Cape Fear Hospice and spends significant time with his wife Deborah and children. In 1988 he will be completing a four-year program in spiritual direction at General Theological Seminary of the Episcopal Church in New York City. That has been a rich and meaningful program that is affecting Bob's fundamental understanding of ministry. Once a major paper is complete, he will receive an STM degree in Spiritual Direction.

United Christian Campus Ministry is firmly established and respected at and by the University of North Carolina at Wilmington community. The major struggle of the board and of Bob is to set priorities among all of the things that need to be done. Bob feels very good about his work and plans to be a part of this ministry for the foreseeable future.

CLERGY SALARY STUDY COMMITTEE

To the Bishop and the One Hundred and Sixth Annual Convention of the Diocese of East Carolina:

For the better part of last year the Clergy Salary Study Committee met almost monthly. We were charged with the following goals and objectives:

1. Establish and recommend guidelines for fair and equitable compensation for clergy.

2. Establish and recommend guidelines for fair and equitable compensation for Diocesan Staff.

3. Review and recommend benefits for retired clergy.

While the committee was working on the first objective, it became apparent that it made sense to proceed from there to objective 3 before moving on to staff compensation. This we did, and the results are attached for your review.

The work of this committee was aired before the Clergy Conference, as well as Executive Council. Every effort has been made to be open to all suggestions and concerns. That the results will represent not simply a "procedure," but rather a recommended mode of dialogue to help in this vital area, is our prayerful intention.

The committee was also asked to examine minimum salaries for clergy. It is our recommendation that the percentage increase for these salaries be 4.5% for this year.

Respectfully submitted,

F. Donald Hickman
Chairman

A. ANNUAL COMPENSATION REVIEW PROCESS

The rector and the senior warden should appoint a Compensation Review Committee by the first of October so that they can meet with the rector by the middle of October. This will allow time for the Committee to report its recommendations to the Finance Committee/Vestry meeting, before the budget process begins.

It is suggested that the following might serve on the Compensation Review Committee: (1) a former senior warden; (2) one of the current vestry; and (3) someone from the congregation at-large who is experienced in compensation review on a professional level.

Suggested steps for carrying out the compensation review process are:

(1) After the Committee has been appointed, all members should be supplied with copies of "Caring for Clergy through Compensation," "Caring for Clergy through Housing," and the Diocesan Clergy Salary Study Commission findings, which should be read before meeting with the rector.

(2) The Committee should review the existing compensation package by item in order to be familiar with its details.

(3) The rector should be asked to comment to the Committee on how he feels about his present compensation and how he would like to see his total package structured for the coming year.

(4) The current COLA (cost of living allowance) should be discussed.

(5) The guidelines recommended by the Diocese should be reviewed.

(6) The Committee should ascertain that the rector is familiar with the tax consequences of how the salary package is structured.

(7) The compensation should be set. The Clergy Salary Study Commission encourages Compensation Review Committees to set the compensation with the rector present to allow for an open dialogue.

B. MINIMUM SALARY AND COMPENSATION FACTORS

THE COST OF THE POSITION

Clergy are called to do the work of the Lord and it seems unreasonable to impose upon them a purely secular system of compensation. However, it seems equally inappropriate to ignore the reality that the compensation of clergy is influenced by such factors as the scope of the job, clergy/vestry accountability, church stewardship, and the congregation's ability to pay.

It follows that maximum equity and fairness will result when the policies and methods pertaining to clergy compensation are standardized as much as possible and dealt with openly, making allowances for "special situations". The following guideline for determining the cost of a full time clergy position is offered for establishing equity and fairness between the clergy and the vestry.

While the committee acknowledges the difficulty in any ministry review for clergy and vestry, there is an obvious need for an annual review of that mutual ministry. Communication and accountability between clergy and vestry should be a part of that review. An ongoing clarifying of expectations between clergy and vestry will support the mutual ministry of the parish. The committee is continuing to work on developing a supportive and effective means to conduct an annual ministry review.

We direct your attention to these pamphlets which can be of great assistance in this process:

1. Mutual Ministry Review: for Clergy and Parishes
2. Caring for Clergy through Compensation
3. Caring for Clergy through Housing

These publications are available through:

The Church Deployment Board of the Episcopal Church
815 Second Avenue
New York, New York 10017-4594
212-867-8400

CLERGY SALARY STUDY - 1988

LEVELS OF RESPONSIBILITY AND COMMENSURATE COMPENSATION

Salary is that cash amount which is paid directly to the clergyman. The first step in determining salary is to determine the Job Responsibility Level. The categories of A to G are listed and below them are the salary ranges for each category. The description of each level and the ranges of each salary are of a scope comprehensive enough to allow practically any situation to fall within one of the seven levels. The Job Responsibility Level determines the salary range.

I. Job Responsibility Level.

Level A-1 This is the first year of ordained ministry. (Salary set by diocese.)

Level A-2 This is the second year of ordained ministry.

Level B Positions at this level require professional competency and ability to deal with normal demands as found in some missions and small parishes.

Level C Positions at this level require professional competency and ability to deal with demands of a mission or parish beyond the size or complexity of Level B. Often the major challenges here are those of institutional and pastoral management. An illustration of this level might be the mission cure, small to medium parish less than 125, college chaplain, or seasoned assistant.

Level D These are positions of some complexity and responsibility requiring more professional competence and independence than those of Level C. The "typical parish rectorship" is at this level. Of the same level of responsibility, although very different in some of the skills required, are such positions as diocesan officials, a Senior Assistant in a parish whose Rectorship is at Level E or F, or a "specialist" in certain areas.

Level E These positions are very complex and require seasoned competence in several areas: theological, pastoral and managerial. Typical of this level is the rectorship of above average in size and complexity of program. Some diocesan officials may also fall in this level. Average parish might approximate 250 with budget near $150,000.

Level F These positions are those of very heavy responsibility, requiring considerable experience and mastery of several not necessarily related disciplines. Direction and training of other clergy is often required. Rectors of very large, diverse parishes are typically at this responsibility level. Average parish might approximate 250 plus with budget near $200,000 or more.

II. Salary Range - 1989

	MINIMUM	MID-LEVEL	UPPER-LEVEL**
Level A-1	* $15,117	$18,125	$21,750
Level A-2	* $17,254	$19,168	$23,000
Level B	$19,390	$21,298	$25,557
Level C	$20,515	$24,658	$29,589
Level D	$23,308	$28,015	$33,618
Level E	$26,104	$31,374	$37,648
Level F	$28,898	$34,733	$41,679

* This figure represents the minimum salary established by the Diocese.

** Upper level does not imply maximum.

III. Total Compensation Package

A. Compensation

1. Salary (as outlined in Section II)
2. Housing - equal to 28% of Salary, Housing & Utilities.
3. Utilities - Reimbursement of Actual Costs.

B. Additional Benefits

1. Retirement (Church Pension Fund) - 18% of Salary, Housing & Utilities
2. Life and Medical Insurance - Based on quotes to the Diocese-approximately 10-12% of total compensation.
3. Consider sharing FICA on 50%/50% basis.
* 4. Sabbatical Leave (three months per five years)
5. Vacation

C. Business Expenses

1. Travel - Reimbursement of actual expenses.
2. Continuing Education - Reimbursement of actual expenses. ($300-$600)

EXAMPLE: Level A-1 (First year of Ordained Ministry)

Compensation:		
Salary	$15,117.23	
Housing	4,784.93	
** Utilities	1,971.82	(estimate)
Total Payments to Priest	$21,873.98	
BENEFITS:		
Retirement	$ 3,937.32	
Major Med. & Life Ins.	2,765.00	($1,409 - single)
BUSINESS EXPENSE		
** Travel	$ 2,301.07	
** Continuing Ed	500.00	
Total Cost to Parish	$ 31,337.37	

*There is growing concern that a sabbatical is helpful/necessary if the quality of ministry from the clergy is to grow and remain competent within the life of congregation. A three (3) month leave after five years has been suggested by our Commission on Ministry as an appropriate time. The course of study, as well as the length of time, should be negotiated with the Vestry.

**This is only one example. Utilities, Travel, and Continuing Education are negotiable and variable. We strongly recommend that Continuing Education be seen as a requirement and as a business expense.

In negotiating Compensation Packages it is important to have a person knowledgeable about Clergy Tax Laws.

C. MINIMUM SUPPLY CLERGY REMUNERATION

	Set in 1981	Proposed
One Service	$ 50.00	$ 75.00
Two Services	75.00	100.00
Three Services		125.00
Midweek Service		50.00
Mileage Per Mile	.22	.22
Motel and Meals as Necessary		

Note: Since 1981 other Diocesan minimums have increased over 40%.

Supply clergy are responsible for Federal and State Income Tax and Social Security Tax of 12.3% on these amounts.

Interim situations are all unique and should be negotiated individually with the involvement of a Diocesan consultant.

PROPOSED BENEFITS FOR RETIRED CLERGY

This proposal is submitted by the Clergy Salary Study Commission concerning a benefit for retired clergy and widows of retired clergy.

Retired clergy will receive assistance in defraying the cost of Medigap Insurance, within the following guidelines:

ELIGIBILITY

The benefits will apply to certain retired clergy and widows of retired clergy. All eligibility guidelines must be met to obtain the benefit.

Clergy who have a cumulative service of 10 or more years with the Diocese of East Carolina will receive full reimbursement as defined in the "Benefit Amount" section of this article. The benefit is decreased by 10% per year for each year of service less than 10 years.

BENEFIT AMOUNT

Each year the Clergy Salary Study Commission will review the maximum reimbursement allowance and will recommend to the Diocese what the allowance will be for the year.

Consideration in setting the amount of this benefit shall, without any obligation to offset it, be based upon what it would cost to purchase Medigap insurance with the group health insurance provided the Diocese is using at the time. In no event will the amount of reimbursement in a given instance be more than the lesser of the following: (1) the actual cost of the insurance, or (2) the maximum reimbursement benefit in effect at the time.

RECIPIENT'S RESPONSIBILITIES

While the recipient is responsible for securing his/her Medigap coverage with the provider he/she chooses and also for filing evidence of its having been paid (for reimbursement purposes), the amount of reimbursement will be determined in accordance with the preceding section ("Benefit Amount").

RECOMMENDATION FOR 1989

It is the recommendation of the Clergy Salary Study Commission that the maximum benefit amount for the current year be $400 per eligible person.

1/14/89

1989

PROPOSED CLERGY SALARY MINIMUM

1988 Ordained less than 9 months		1989 Ordained less than 9 months
$14,466.23	Base Salary	$15,117.21
4,050.52	Housing Allowance	4,232.79
1,886.91	Utilities Allowance	1,971.82
$20,403.66	Direct Payments to Priest	$21,321.82
2,201.98	Reimbursement for Travel	2,301.07
	Fringe Benefits:	
2,560.00	Major Medical and Life Insurance	2,754.60
3,672.66	Retirement (Church Pension Fund)	3,837.93
$28,838.30	TOTAL COST TO PARISH	$30,215.42

Ordained at least 9 months		Ordained at least 9 months
$16,510.67	Base Salary	$17,253.65
4,622.99	Housing Allowance	4,831.02
1,943.82	Utilities Allowance	2,031.29
$23,077.48	Direct Payments to Priest	$24,115.96
2,333.77	Reimbursement for Travel	2,438.79
	Fringe Benefits:	
2,600.00	Major Medical and Life Insurance	2,793.60
4,153.95	Retirement (Church Pension Fund)	4,340.87
$32,165.20	TOTAL COST TO PARISH	$33,689.22

PROPOSED CLERGY SALARY MINIMUM
(CONTINUED)

1988		1989
Ordained at least 18 months		Ordained at least 18 months
$18,555.11	Base Salary	$19,390.09
5,195.43	Housing Allowance	5,429.23
2,000.71	Utilities Allowance	2,090.74
$25,751.25	Direct Payments to Priest	$26,910.06
2,333.77	Reimbursement for Travel	2,438.79
	Fringe Benefits:	
2,645.00	Major Medical and Life Insurance	2,850.00
4,635.24	Retirement (Church Pension Fund)	4,843.81
$35,365.26	TOTAL COST TO PARISH	$37,042.66

Proposed Supply Clergy Remuneration

	1988	1989
One Service	$50.00	$75.00
Two Services	75.00	100.00
Three Services	0	125.00
Midweek Service	0	50.00
Mileage Per Mile	.22	.22
Motels and Meals as Necessary		

NOTES:

1. Housing is calculated at 28% of Base Salary
2. Pension is calculated at 18% of Salary, Housing and Utilities
3. Major Medical costs are based on current 1989 quotes to the Diocese for family coverage.
4. Increase is based on a 4.5% cost of living increase.

To the Bishop and the One Hundred and Sixth Annual Convention of the Diocese of East Carolina:

The Commission on Ministry is composed of four lay persons and eight clergy persons; one lay seat has been vacant this year. It is charged by canon "to assist the Bishop in determining present and future needs for ministry in the Diocese, and matters pertaining to the enlistment and selection of persons for Ministry, and in the guidance of all postulants and candidates for Holy Orders; to assist the Bishop in the guidance and pastoral care of Deacons; and to assist the Bishop in matters pertaining to the continuing education of the Ministry." (Title III, Canon I, Section 3,6,7)

In an effort to fulfill its charge, the Commission has taken several actions. It has recommended to the Bishop the following person seeking Holy Orders:

for postulancy to the Vocational Diaconate: JoAnn Bell, James House, Scott Luce, Russell West
for postulancy to the Priesthood: Jimmy Taylor
for candidacy to the Vocational Diaconate: Ann Flint, Mike Ligon, Gloria Price, William Ray
for candidacy to the Priesthood: Margaret Ingalls, King McGlaughon
for ordination to the Transitional Diaconate: Mike McEwen
for ordination to the Vocational Diaconate: Mike Ligon, Gloria Price, Bill Ray
for ordination to the Priesthood: Mike McEwen, Jeff Powers

Additionally, the Commission concurred with the Bishop's decision accepting Ernest Oliver, a minister from another denomination seeking ordination in this church.

It is noteworthy that we had few persons seeking or admitted to postulancy for the priesthood. We have no custom of active recruitment.

Simultaneously, persons seeking ordination to the Vocational Diaconate continue to be relatively numerous.

Significant differences of theology, opinion and feeling continue in both the Commission and Diocese at large concerning the ministry of Vocational Deacon. The development of curriculum for schooling, examination standards, and orderly process leading to ordination have been developed by the Diaconate Committee and approved by the Commission. Yet unresolved are questions concerning Deacons' participation in general clergy events, canonical standing at Convention, and the like. Currently eight Vocational Deacons are functioning in a variety of servant, pastoral, and liturgical ministries within their communities and the parishes to which the Bishop has assigned them.

Placement of priests who are women continues to be an uphill battle.

Consideration of ministry and mission needs in our small congregations in rural areas continued as a major piece of work. The Commission joined with the Department of Mission to engage a study of the efficacy of Canon 8/11 clergy, specifically reviewing the situation of the congregation and priest of Good Shepherd, Fayetteville. The Rev. Frank Ross did a thorough study of models of ministry in other dioceses in circumstances similar to ours regarding rural ministry needs. These studies form the basis for the Commission's recommendations to the Department of Mission, being made in December.

The Commission recommended to the Clergy Salary Committee that all clergy receive 10 days and $500 toward continuing education in a year, and that some procedure be developed for publicizing education opportunities and for holding clergy accountable for participating in continuing education. The Commission also recommended that clergy take 3 months sabbatical leave after 5 years of service in a congregation, and that vestries and clergy negotiate the areas of sabbatical study together.

Ongoing education for lay ministers is still left unaddressed.

Jane Wynne continued to provide invaluable administrative assistance to the Commission, and we extend our heartfelt gratitude to her and for her.

Respectfully submitted,
The Rev. Lucy B. Talbott, Chair

COMMISSION ON MINISTRY WITH THE AGEING

To the Bishop and the One Hundred and Sixth Annual Convention of the Diocese of East Carolina:

The Commission on Ministry with the Ageing understood as its charge to be concerned with the concerns of the ageing in the diocese and to serve as an advocate with the Clergy and Parishes of the Diocese. This we did.

The commission met several times in 1988 continuing its internal effort to come to terms with the question of ageing of the commission members, thus freeing us to be of use to others. Once this hurdle is overcome with power other matters will fall naturally in place.

The most significant event of the commission was the Conference on Retirement held at Trinity Center the last weekend in August. 33-35 folk attended all or some of the event. Response from the attendees was to a person either excellent or good. One of the problems faced by the commission was the resistance in the diocese to attending such a conference. Full efforts were made to insure that a full use of Trinity Center's available spaces were used. We were unable to accomplish that. However, the response to this initial conference gave encouragement to the commission that its task is well needed.

Mailings to the Clergy and Parishes were had on ageing matters. A talk was given at the diocesan convention in February, 1988, as well as a booth manned at all times during that convention.

Respectfully submitted,

Frank M. Ross, Chairman

COMMUNICATIONS COMMITTEE

To the Bishop and the One Hundred and Sixth Annual Convention of the Diocese of East Carolina:

A new Communications Committee was appointed by the Bishop in May 1988. It was immediately faced with the task of assisting in the selection of a new editor for Cross Current following the well-earned retirement of Katy Whitley. After being faced with the pleasant dilemma of having several well-qualified applicants, Mrs. Ede Baldridge of Wilmington was recommended to Bishop Sanders who appointed her to the editorship.

Due to several factors, the new editor and committee found themselves faced with some severe cost problems in the printing and distribution of Cross Current. After considering the alternatives, the Committee recommended to the Bishop that East Carolina begin cooperative publication with The Episcopalian, our Church's national newspaper. The Bishop approved this proposal and the changeover will be made as soon in 1989 as it can be accomplished.

Because of the economy of scale achieved by this change, we will actually be able to provide both papers at virtually the same cost of Cross Current alone when we were publishing it ourselves. We look forward to this opportunity to improve our flow of information while exercising better stewardship of our communications dollars.

The primary job now before the Committee is to take on Bishop Sanders' tasking to develop a videotape production capability which will allow our diocese to produce and distribute tapes on diocesan activities and programs for use in parish meetings. We are now in the process of surveying all parishes to determine where videotape expertise and/or equipment may be available in the diocese. When the results of the survey are in hand, we will begin to organize our diocesan video production team.

Respectfully submitted,

The Rev. Michael T. McEwen, Chairman

DEPARTMENT OF MISSION

To the Bishop and the One Hundred and Sixth Annual Convention of the Diocese of East Carolina:

The year 1988 continued to be a time of transition for the Department of Mission as it proceded to carry out the work given it by the one hundred and fourth convention of the Diocese of East Carolina and the Executive Council of the Diocese in the fall of 1987.

The implementation of the strategy for Mission developed by the Bishop and presented to the convention in 1987 was fully underway in 1988 as was the work of carrying out the diocesan goals for congregational development established by the Executive Council.

The Department statement of purpose continued to guide its efforts.

Statement of Purpose

To call all congregation in the diocese to accountability for their stewardship of financial resources and gifts for ministry (Evangelism, Service, Worship, Education and Pastoral Care).

To gather information and make recommendations about financial and human resources to assist congregations.

To encourage and support the mission of the church to black communities and other ethnic groups.

Evidence of work accomplished can be seen in several areas of the Department activities.

1. Revised hearings procedures for aided congregations. In an effort to be more responsible in its financial support of congregations the department revised its information from to not only give a better picture of the financial health of a congregation but also to give a picture of its mission and ministry.

The hearing attempted to be a more supportive process. Mid-year visitations to congregations receiving assistance wee a part of a process of attempting to enable the department to be supportive rather than adersarial in the relations.

At the hearings in January of 1988, the following grants were made:

St. John's/St. Mark's, Grifton	$ 4,000.00
Holy Innocents, Kinston	$ 4,500.00
Zion/St. Paul's, Washington	
St. Matthew's/St. Mary's, Belhaven	$ 7,825.00
Good Shepherd, Wilmington	$ 9,000.00
Church of the Servant, Wilmington	$ 6,000.00
St. Paul's, Fayetteville	$10,000.00
Christ Church, Hope Mills	$ 8,000.00
St. Augustine, Kinston	$ 4,000.00
St. Cyprian's, New Bern	$ 4,000.00
St. James, Shallotte	$10,000.00
Coalition: TEAM Area	
Coalition: UPEAST Area	

2. Area Studies
During 1988, two area studies were begun and completed: (1) the Wilmington Area Study involving twelve congregations along the southeastern coast of the diocese; (2) the New Bern Area Study involving twelve congregations in the central coastal area of the diocese. The preliminary results of these studies have enabled many of the participating congregations to have a better picture of their opportunities for mission and ministry, and a clearer understanding of the problems and obstacles in their way. Further, there has developed more cooperation among the parishes than existed before the studies.

With the completion of these area studies has come heightened expectations and the desire for increased support and assistance to develop programs and ministries. It is this piece of emerging work, as a result of the area studies, which the Department of Mission will address in the coming year.

To significant actions that were the result of the first area study in Fayetteville in 1987 were the actual closing of St. Mark's Church, Fayetteville and the approval of a $15,000.00 loan for St. Paul's, Fayetteville to enable the renovation of the parish hall for use as a hospitality house for the local hospital.

3. New Congregation Development
Holy Trinity, Hampstead was welcomed as the newest congregation in the diocese at the diocesan convention. This was followed by meeting with the vestry and priest-in-charge, several visits to review potential property location, and the approval of a request for $40,000.00 to be applied to the purchase of property. St. John's, Wilmington provided the salary for the priest-in-charge. The initial prospects for the newest congregation are promising.

4. Support for Black Congregations
Recognizing that several of the black congregation in the diocese were experiencing significant stress and responding to the diocesan goals of strengthening black congregations, the Department of Mission sought to work with Bishop Sanders and the Coalition of Black Episcopalians to develop a strategy for the support of these congregations. Such a strategy is not forthcoming as of the end of the year. A conference with

the Rev. Canon Harold Lewis was cancelled at which it was hoped that some of the concerns would be raised and discussed.

5. A Study of New Models for Ordained Ministry
There is often a need in the rural areas of the diocese to develop arrangements for the provision of ordained ministries that do not occur in other areas. Because of this need, the Department of Mission in cooperation with the Commission on Ministry explored the possibility of using some of the means of providing ordained ministry that are allowed by the new ministry canons of the Episcopal Church. This study involved an evaluation of one such ministry in the diocese. Other dioceses with such ministry programs were also contacted. One clear message that emerged from all sources of information was that such a program of ministry needed to be preceded by education of not only the priest/deacon but also the congregations as well. A program of ongoing support and supervision was found to be equally necessary.

Summary:

As the Department looks toward the coming year the areas of priority will be:

1) Continued development of a supportive relationship with the congregations of the diocese.
2) Development of a strategy of support for black congregations.
3) Implementation of the area studies.
4) Support for new congregations.

It is clear much work lay ahead for the Department of Mission, but by the grace of God and support of the Diocese the department will continue its work to assist congregations in the development of their mission and ministry in the name of their Lord and Saviour Jesus Christ.

Respectfully submitted,

The Rev. James R. Boyd, Chairman

ECUMENICAL RELATIONS

To the Bishop and the One Hundred and Sixth Annual Convention of the Diocese of East Carolina:

The Episcopal Church and the whole Anglican Communion have long been concerned for unity in Christ's one, holy, catholic Church. This concern is evidenced by the inclusion in the Book of Common Prayer of the Chicago-Lambeth Quadrilateral on pages 876-878 and by such prayers as No. 7 (page 816) and No. 14 (page 818). Our Church has also long been involved in dialogue with other Churches with the express goal of eventual Christian reunion.

By our ecumenical activities in this diocese, we hope to bring that prayed for day of unity closer.

This past year, a third LARC Conference was held at Trinity Center for the clergy and lay professionals of the Dioceses of East Carolina, North Carolina, Raleigh (Roman Catholic), and the North Carolina Synod of the Evangelical Lutheran Church in America. This well-attended conference featured the Rev. Dr. Eric Gritsch of Lutheran Theological Seminary in Gettysburg, Pennsylvania as our main speaker. Dr. Gritsch, a member of the U.S. Lutheran-Roman Catholic Dialogue since 1971, helped us to understand the current state and future hopes of resolving the problem of the mutual recognition of ordained ministries.

In April, I attended the annual meeting of the Episcopal Diocesan Ecumenical Officers and the National Workshop on Christian Unity in Portland, Oregon.

At several times during the year, I have also attended various meetings of the North Carolina Council of Churches. I continue to serve on the Executive Board, Finance Committee, and Christian Unity Committee of the Council. The Council serves as an important sounding board and base of action for social ministry and faith and order concerns in North Carolina.

Finally, as Ecumencial Officer, I constantly seek to keep informed on matters bearing on relations between the Churches through study and personal contact. I stand ready to be of service to any of our congregations and fellow clergy in any way I can.

Respectfully submitted,

The Rev. Robert T. Schriber
Ecumenical Officer

EPISCOPAL CHURCH WOMEN

To the Bishop and the One Hundred and Sixth Annual Convention of the Diocese of East Carolina:

The celebration of the 100th anniversary of the organized Episcopal Church Women in this diocese was a memorable occasion. The congregation of St. Peter's, Washington hosted the more than 450 people who came to celebrate with a warmth and graciousness that made everyone feel welcome and set the tone for this wonderful occasion. In addition to Bishop Allin, our guests for the day included representatives from the dioceses of Atlanta, Upper South Carolina, South Carolina and North Carolina. All the living past presidents of the ECW of our diocese were there with the exception of Sal Bonner, who was unable to attend. Rena Harding Walker, who was the oldest ECW president at the celebration died in June 1988, so we are particularly thankful for her presence that day.

Our theme for this year is the same as that chosen for the 1988 Triennial meeting, BEHOLD: NEW LIFE, NEW VISION from Isaiah 43: 19-21. This seems particularly appropriate as we move from the celebration of our first hundred years into the first year of our new century of service. We are

challenged to be open to new ways of serving our Lord as well as continuing the service of times past.

Harriette Wagner, Tra Perry, Becky Hoggard and I attended the 1988 Triennial meeting in Detroit as well as the Provincial Synod meeting at Kanuga in June. Billie Craft was elected coordinator for the ECW of Province IV and I was elected Province IV UTO representative. The delegates to Triennial have attended all six district meetings in order to share our experiences with the women we represented.

In August over 100 women met at Trinity Center for the privilege of hearing Dr. Emma Lou Benignus. Dr. Benignus spoke about the problems and challenges of ageing. Her insights provided new directions for all of us whatever our age.

The district meetings were all well attended and provided an opportunity for fellowship and communication between women from many parishes. The women of the diocese are giving of their time, talents and treasure in response to new needs in parish and community as well as continuing to support programs long in existence.

This does seem to be a time for celebrating 100th birthdays. The Church Periodical Club celebrated its 100th birthday in 1988. Our diocesan women have supported CPC by giving gifts of books to Trinity Center, to seminarians and to many other projects. We hope to expand the scope of CPC in the diocese by informing more people of the importance of this work. The other 100th birthday we are celebrating this year is that of the United Thank Offering. This celebration was begun at General Convention by a gift from UTO to each diocese of seed money. This gift will be used for a new project to implement one of the Presiding Bishop's Mission Imperatives. The actual date on which the whole church will celebrate UTO's birthday is October 8, 1989.

It has been my privilege and joy to be a part of this very special group of women who are the EPISCOPAL CHURCH WOMEN of East Carolina during this time of celebrating our heritage and seeking direction for the years ahead.

Respectfully submitted,

Nancy Broadwell, President

EVANGELISM AND RENEWAL

To the Bishop and the One Hundred and Sixth Annual Convention of the Diocese of East Carolina:

The function of the Commission on Evangelism and Renewal is to study, make recommendations to the Bishop, and implement ways by which the Episcopal Diocese of East Carolina might be better enabled to proclaim the good news of Jesus Christ to all people.

Persons serving on the commission during 1988 were: The Rev. Bob Beasley, The Rev. Bill Bradbury, The Rev. E. Hoke Campbell, Jr., Mrs. Patricia Chamberlain, The Rev. Ed Dunlap, Mrs. Pat Henson, The Rev. Russell Johnson, Mrs. Jane Martin, Mrs. Jean Messner, Mr. Bollin Milner, The Rev. Ivan Sears, Mrs. Ginny Shew, Mr. Billy Smith, Mr. David Sparrow, Mrs. Betsy Toomey, Mr. Ollie Toomey, and Mrs. Sheila Walker.

In order to achieve the goal stated above, the commission has adopted for consideration the following steps as outlined by the Executive Council of the Diocese:

(1) By the end of three years, have a minimum of fifteen parishes involved in the current evangelism project.
(2) By 1992, all parishes will have active, working commissions on evangelism.
(3) Guidelines for Cursillo and other conferences will be developed to help participants impact and integrate with local parishes.
(4) Make more use of the public media on a Diocesan-wide basis.
(5) Evangelism will be the focus of the Bishop's time and energy for the next three years.
(6) The Bishop will hold a three-day/night renewal preaching mission in every area of the Diocese.
(7) There will be a preaching/renewal conference for all clergy before the renewal mission.
(8) There will hopefully be at least 10% growth in every parish within three years.

With the departure from the Diocese of The Rev. Ralph Kelly, former chairman of the group, the commission has spent some time this year in reformation, telling our own personal stories, and looking at our own individual definitions of just what we believe evangelism and renewal to be. As we approach the decade of the nineties, designated by the last General Convention as a time in which evangelism will be emphasized, it is the desire of the members of the commission to offer to the Diocese a diverse number of ways by which our faith can be shared one with the other.

Our initial thrust for 1989 will be to study the Springfield model for parish evangelism and church growth, the two-year pilot project undertaken by the Diocese in 1986 which involved five volunteer congregations in East Carolina. Basically, the project asked a team in each church to work in five areas: proclamation of the gospel, new member ministry, ministry with the lapsed, parish revitalization and spiritual direction, and community ministry. A thorough review of that design will allow us to understand better just what has worked and what has not worked for the parishes involved, and to understand more fully just what potential the plan might have for other churches in the Diocese.

I ask your prayers for the work of this commission, that in all we say and do, we keep ourselves focused on how best to live out the words of our Lord as recorded in the fifteenth verse of the sixteenth chapter of the Gospel according to Mark: "Go into all the world and preach the gospel to the whole creation."

Respectfully submitted,

The Rev. David M. Chamberlain, Chairman

FAMILY MINISTRIES

To the Bishop and the One Hundred and Sixth Annual Convention of the Diocese of East Carolina:

Our world is in a state of rapid change and the resulting reprocussion have redefined our ways of thinking about families. To better understand family life in the Diocese of East Carolina, the Commission with the assistance of a consultant (Dr. Rebecca Smith of UNC-Greensboro) has conducted a research study. A number of families were interviewed and the clergy completed a research survey.

The results indicate families of the Diocese of East Carolina have indeed changed. For example, about a fourth of our families now consist of single persons living alone or of single parent and their children. Such data suggest that we need to re-examine parish and diocesan programs to be certain that such families are supported, sustained and recognized as the true family units they are.

The Commission plans to inaugurate regional meetings to share findings, to promote further dialogue, and to offer training in ways to help family units. A pilot program will be offered in Wilmington.

We will further develop our study during 1989, and we will make specific recommendations to the 1990 Convention.

Respectfully submitted,

John Y. Powell, Ph.D.
Chair

HISTORIOGRAPHER'S REPORT

To the Bishop and the One Hundred and Sixth Annual Convention of the Diocese of East Carolina:

Information Given to:

Thomas Friedland, Marengo, Ill.: A list of the Diocese's parishes and missions with founding date, etc.
Mrs. Margaret Alligood, Fayetteville, N.C.: Data on The Rev. Howard Alligood
Mrs. Frank Banzet, Warrenton, N.C.: Records of St. Paul's Greenville
The Rev. Canon E. J. deKay, San Jose, CA: The Seal of the Diocese
H.L. Gupton, Cary, N.C.: Old St. David's, Creswell
David Fagg, Jr., Albertson, N.C.: Trinity, Chocowinity and St. Thomas, Bath
Kanuga Center: Records Questionnaire
Mrs. Alice R. Cotten, Wilson Library, UNC, Chapel Hill: Location of old book belonging to St. Thomas, Bath
Mrs. Eva Lewis, Emerald Isle, N.C.: Copy of article in Cross Current
Mrs. Jill Chapman, Stow, Ohio: Records of St. David's, Creswell

The Rev. Frank Ross, Southport, N.C.: Early history of St. Philip's, Southport
Mary Anne Hewitt, Wilmington, N.C.: Records of St. Luke's Mission, Wilmington
Mrs. D. G. Scranton, Sunset Beach, N.C.: Items concerning The Rev. Reginald Bliss

Accessions to Diocesan Archives
Louise Bashford Hunt, A Brief History of the Episcopal Church Women of the Diocese of East Carolina, 1888-1988 (Wilmington, N.C., 1988)
Joyce Marks Booth, ed., A History of the Diocese of Indianapolis, 1838-1988 (Dallas, Texas, 1988)
Newspaper Clipping: "Ocean City Beach, Topsail; Island"
Copy of Year Book, 1937 of St. Paul's, Greenville, N.C.
Given by Stan Little, Eastern Office of N.C. Division of Archives and History, Greenville
Episcopal Church Women's Handbook, 1988-1989
Journal of Women's Ministries, IV, No. 2, Summer 1988
Cathedral Age, Summer 1988
St. Luke's Journal of Theology, March 1988
Lambeth Conference Materials
Diocesan Journals: Georgia; Louisiana; Southern Virginia; Southwestern Virginia

Publications:
Material contributed to a new edition of Dr. Gertrude Carraway's History of Christ Church, New Bern
Biographical Sketch of the Rev. Soloman Halling in Volume III of the Dictionary of North Carolina Biography (1988)

Meetings Attended:
Diocesan Convention, February 11-13, Greenville, N.C.
National Episcopal Historians Conference, June 21-24, New Orleans, LA

Respectfully submitted,

Lawrence F. Brewster, Historiographer

LITURGICAL COMMISSION

To the Bishop and the One Hundred and Sixth Annual Convention of the Diocese of East Carolina:

The Liturgical Commission began its year with the planning, designing, printing, and implementing of the services for the 105th Convention of the Diocese in Greenville, N.C. With the help of many, the Hilton Ballroom was transformed into a worship space. The ordination of our first class of deacons added a special dimension to the opening services.

On January 20-21 we helped sponsor the John Westerhoff Conference at St. Stephen's Church, Goldsboro, and on March 11 and 12 we joined with the Commission on Planning, Design, and Construction to present a workshop on Design for Churches.

During the year we have worked with Trinity Center on the design of an outdoor chapel at Sanders' Point and a small indoor chapel to be located in the present book store.

On various occasions the chair and other members of this Commission have served as consultants to parishes regarding the re-design of worship space and have helped in the area of church music.

The chair attended the annual meeting of the Association of Diocesan Liturgy and Music Commissions meeting in Seattle, Washington in November. The theme was "Christian Initiation."

The Commission has been busy planning for the 1989 Convention of the Diocese and for a conference with Joseph Russell which will take place January 14 in St. Mary's, Kinston on inclusive language and the supplemental text passed at the General Convention.

Respectfully submitted,

The Rev. Joseph W. Cooper, Chair

PLANNING DESIGN, AND CONSTRUCTION

To the Bishop and the One Hundred and Sixth Annual Convention of the Diocese of East Carolina:

This time last year PDC appealed to the Convention for support and participation in the first-ever workshop on construction of church buildings. Our prayers were answered, as the workshop was well attended, in spite of conflict with the ACC Basketball Tournament. The workshop began on Friday evening at Trinity Center. The guest speaker, the Rev. Charles Fulton of the Episcopal Foundation gave a most interesting and challenging talk on new worship centers as they relate to the liturgy. Saturday morning had four sessions led by PDC members on Planning For Growth, Designing For The Litrugy, Historic Structures, and Maintenance Of Buildings.

The second workshop will be held March 10th and 11th, also at Trinity Center. Subjects for discussion will be The Planning Process, Fund Raising, Role of the Architect, and Role of the Contractor. These are subjects indicated last year as being of interest to many of you. The guest speaker will be the Rev. Dr. John Brackett of Saint Christopher's By-the-Sea, Key Biscayne, Florida. His subject will be "Stewardship of Buildings."

Growth of Parishes continues to be a concern. View of this has been revealed by the recent demographic study being done Diocesan wide. Planning facilities for this growth becomes critical as membership outgrows buildings, as buildings overgrow property, as both outgrow financial resources. This is true for several of our parishes and even at Trinity Center. Long range planning is a must. PDC stands ready to assist you.

Respectfully submitted,

John R. Jefferies, Chairman

PRISON MINISTRIES

To the Bishop and the One Hundred and Sixth Annual Convention of the Diocese of East Carolina:

A final report was received on Project Angel Tree on February 1, 1988. Statewide, more than 3,700 children of inmates received gifts at Christmas, 1987. Significant to the Diocese of East Carolina, however, 24 parishes responded to provide gifts for 505 children. The Commission is grateful for the cooperation of Prison Fellowship in this ministry. To prepare for a more successful project in 1988, 3 Angel Tree Workshops were held at St. Paul's, Edenton; Christ Church, New Bern; and St. Andrew's, Wilmington.

Contact was made with the new area Chaplain, Raymond J. Wade, who subsequently became a member of the Commission along with the Rev. David Haley, State Director, Prison Fellowship. Chaplain Wade expressed an interest in Trinity Center for training volunteer Chaplains in the eastern area. This activity became a reality on November 16-17, 1988 at Trinity with Bishop Sanders and members of the Commission participating. Funding was provided by the Prison Ministries Commission.

Following the practice of past years, funds from the Commission's budget were allocated for a variety of worthy projects: Chapel Building Funds, Christmas Programs, Support for a Prison Chaplaincy, etc.

Gratefully listed are these Commission members: Chester Bright, Howard Constant, David Haley, James House, Elizabeth Kroeger, Ed Latham, Nancy Rascoe, Bill Ray, Elizabeth Rumpf, Betsy Toomey, Raymond Wade, and Nancy Wood.

Respectfully submitted,

Oliver R. Toomey, Chairman

PROGRAM GROUP

To the Bishop and the One Hundred and Sixth Annual Convention of the Diocese of East Carolina:

The Program Group held its annual budget review meeting on December 15 at the Diocesan House in Kinston. Financial needs and plans for 1989 were reviewed, and highlights for 1988 were reported by each area represented. There are many programs, conferences, and other activities planned for 1989.

The Program Group's primary function is to insure communication among those coordinating the many different areas of program and ministry throughout the diocese, and to support persons as they develop and carry out their plans. We review budgets and seek to enable coordination of the calendar for major conferences at the Diocesan level. The group meetings provides opportunity for networking and serves as a "thinktank" for furthering program and ministry in the Diocese.

During 1989 the Executive Council goals will be a primary focus and the production of a videto tape in cooperation with the Communication Commission will be used to help tell the story of our Diocese and its mission and ministry.

Many clergy and lay persons give their time and talents faithfully in carrying out the program and ministry of the Diocese of East Carolina. For their faithfulness and for the fruits of their labors, we give thanks!

Respectfully submitted,

The Rev. A. C. Marble, Jr., Chairman

RESOURCE CENTER

To the Bishop and the One Hundred and Sixth Annual Convention of the Diocese of East Carolina:

The Diocese of East Carolina Resource Center loaned over 225 media to churches in the diocese over the past year. To publicize the availability of our media we had a display at the Diocesan Convention in Greenville, and the Christian Education Conferences in June and November at Trinity Center. During the year we purchased new media, including 20 new videos to add to our library of resources. A monthly write-up was published in the Cross Current describing new media purchased during the month enabling parishes to keep current with available resources. During the summer we published a new loose leaf type catalogue which was distributed to all parishes. This catalogue will be supplemented periodically to keep the parishes in the diocese updated on what is available for them to borrow from the Resource Center.

Respectfully submitted,

Holly Mason

To the Bishop and the One Hundred and Sixth Annual Convention of the Diocese of East Carolina:

The One Hundred and Fifth Annual Convention of the Diocese of East Carolina elected Dr. Allen Hornthal and the Rev. John R. Price to three year terms on the Standing Committee. The continuing members with date their term expires are: Mr. Charles vonRosenberg (1990), the Rev. Pat Houston (1990), Mrs. Dill Lynch (1989), the Rev. George Muir (1989).

The Rev. Mr. Muir was elected President of the Standing Committee; the Rev. Mr. Houston was elected Vice President; Dr. Allen Hornthal was elected Secretary.

The Standing Committee has conducted the following business during the year of 1988.

I. Gave consent for election of Bishops in the following Dioceses:

a Bishop Coadjutor for Diocese of Western North Carolina
a Bishop Coadjutor for Diocese of Nebraska
a Bishop Coadjutor for Diocese of Southern Virginia
a Bishop Coadjutor for Diocese of Northwestern Pennsylvania
a Bishop Coadjutor for Diocese of Western Louisiana

II. Gave consent to the ordination of the following who were elected Bishops:

The Very Reverend Frederick Hoak Borsch, Ph.D., D.D., to be a Bishop of the Diocese of Los Angeles
The Reverend Barbara Harris to be Suffragan Bishop of the Diocese of Massachusetts
The Reverend John Clark Buchanan to be Bishop Coadjutor of the Diocese of West Missouri

III. Gave consent to the election of the Rt. Reverend Richard F. Grein to be Bishop Coadjutor of the Diocese of New York

IV. Approved the following Deacons to be ordained Priest:

The Reverend Jeffrey Bryan Powers
The Reverend Michael Thomas McEwen

V. Recommended to the Bishop that the following Candidates be ordained Deacon:

Michael Thomas McEwen
George William Ray
Michael Moran Ligon
Gloria MacCormack Price

VI. Recommended to the Bishop that the following be accepted as Candidates for Holy Orders:

Hugh King McGlaughon
Margaret Eileen Ingalls
Michael Moran Ligon
Gloria MacCormack Price
George William Ray
Ann Nicholson Flint

VII. Approved the sale of property by the following churches:

St. Paul's, Clinton; one-half share in farm located in Sampson County
St. Anne's, Jacksonville: rectory

VIII. Approved the request of the following Church to borrow money:
St. Thomas, Oriental: $150,000

IX. Affirmed purchase of land and building of a facility adjacent to the Tri-County Clinic in Newton Grove

X. Affirmed lease of property adjacent to and owned by Good Shepherd, Wilmington, to Episcopal Urban Ministries

XI. Approved and endorsed the Stewardship Statement of the Executive Council of the Diocese of East Carolina

XII. Approved St. Paul's and St. Timothy's, Greenville, as host for the One Hundred and Sixth Annual Convention of the Diocese of East Carolina, February 2-4, 1989

Respectfully submitted,

The Rev. George D. Muir, President

STEWARDSHIP

To the Bishop and the One Hundred and Sixth Annual Convention of the Diocese of East Carolina:

The efforts of the Stewardship Committee have been directed in 1988 toward the five year stewardship goal of the Diocese. That goal includes doubling giving by Episcopalians by 1992 and increased giving to the Diocese by 80% by 1992. We feel confident that the goal of giving to the Diocese will be accomplished if the local giving goal is reached.

To double giving by Episcopalians by 1992 seems an impossible task until we analyze our present giving habits. It is estimated that the average giving of Episcopalians is between 2 and 3 percent. In conversations with many churches, it seems that this average would hold for us. This being true, then the average giving has to increase only 1/2 percent each year

to double giving by 1992. This is not a 1/2 percent increase in pledge, but 1/2 percent increase of the person's percentage of income. We continue to stress the Biblical tithe as the minimum standard of giving for Episcopalians. If we are serious about our giving and our commitment to the church, then we will reach our goal.

We continued in 1987 the Bishop's Conference on Stewardship. The comments from those in attendance was encouraging and we plan to hold the conference again in 1988. There is one major concern with this conference and that is attendance. It seems that the same 35 or 40 churches are represented at every conference. It makes you wonder about the other 35 or 40 churches and why they are not represented. We will organize the Stewardship Committee in 1989 along convocation lines hoping to reach every church in the Diocese. If your church is not one of those who have been in attendance at past conferences, you can look forward to being hounded by a Stewardship Committee member to get representation at our next Bishop's Conference on Stewardship.

A representative of the Diocese visited almost every vestry this past fall. The purpose of the visit was to outline the Diocesan Stewardship goal, to detail the needs of the Diocese, to stress the need to move from a maintenance budget to a mission and ministry budget, and to outline the duties of the new Stewardship Development Officer. We were received warmly by the churches and for this we are thankful. We asked all churches to abide by the following guidelines in making their pledge to the Diocese.

1 - No church pledge under 10% of their NDBI (Net Disposable Budget Income)
2 - All churches figure their pledge by a percentage of NDBI.
3 - All churches giving above 9 percent, increase their pledges by 2% for 1989.

We are a voluntary giving Diocese and no attempt is being made to change this. However, we are establishing guidelines to judge giving by. The Convention has asked that the giving of churches be published by percentage and these guidelines are established in keeping with this resolution.

I feel the most important task undertaken by the Stewardship Committee in 1988 was the development of a stewardship statement for the Executive Council. This statement has been distributed to all other Diocesan groups and to the vestry of the churches asking that they likewise develop a statement. Many have done so. We will continue this effort in 1989 until we have statements from all.

We welcome Glenn Richards as our Stewardship Development Officer. This is a position that we have needed for a long time and his efforts will mean expanded mission and ministry for the Diocese.

My thanks to all who have assisted our work in 1988. It is too early to tell what fruits our efforts will hear, but regardless, it will not be because of lack of desire and commitment.

Respectfully submitted,

J. Clarence Leary, Jr., Chairman

TRINITY SUMMER CAMPS

To the Bishop and the One Hundred and Sixth Annual Convention of the Diocese of East Carolina:

The summer camping program at Trinity Center, fondly becoming known in its third summer as Camp Trinity, had 423 campers in attendance. Due to the enthusiasm of the campers and the dedication and commitment of summer staff, clergy and lay volunteers, a top quality program was offered to children and families in East Carolina in 1988.

The summer offered a diversity in program themes lead by each session leader ranging from: Peace and Justice for a New World; Forgiveness; Covenant; The Lion, the Witch and the Wardrobe; and Friends. The Music, Arts and Drama Camp produced a Christian musical entitled "Friends Forever". Campers experienced many excellent Christian teachings in these special programs offered. Campers participated in numerous activities such as swimming, sailing, canoeing, singing, worship, skits, games, quiet time, camp fires, cabin time, marshing, beach walks, etc.

The Camp for the Handicapped was held for its second summer. We reached our capacity for this camp at 45 campers ranging in ages of 8-52. A number of volunteers in the Diocese participated in this camp to help make it a success! This indeed is a special ministry which blesses our diocese deeply.

Camp Trinity has become an important part of many of our young people's lives in the diocese. We are blessed to have such a top notch facility, beautiful environment, wonderful campers, and dedicated staff and volunteers active in camping.

Respectfully submitted,

Carol M. Taylor, Youth Coordinator

YOUTH COMMISSION

To the One Hundred and Sixth Annual Convention of the Diocese of East Carolina:

Once again, the Youth Commission has been very active in its planning and execution of youth programs in the diocese. Our goals for the program year 1988 were to continue to sponsor the highest quality youth events possible utilizing youth and adult talents within the diocese; to begin a youth ministry weekend for Junior High youth; and to undertake a diocesan-wide youth ministry survey. In light of these goals the Youth Ministries program has been a tremendous success and met or exceeded our expectations.

The two major diocesan-wide events which the Youth Commission sponsored were very well attended with 187 youth attending the Youth Commission held at St. John's, Fayetteville in January and 163 youth attending the fall three-day youth event held at Trinity Center in September. The fall event was a "first" for the Youth Commission in planning a longer conference with a theme and substantive programming. We will continue this programmatic approach with future youth events. This is possible due to the rich talent in youth ministry in our diocese who continue to serve in youth ministry at the local parish level.

"Happening" continues to be very successful as a major youth ministry program of the diocese under the leadership of its new Lay Director, Cookie Cantwell. Happening has expanded its weekend offering to include an opportunity for post-Happening youth to participate in Happening weekends in a support role with a program in spiritual development as well.

Last year marked the beginning of a new diocesan-wide youth ministry program focusing on Junior High age youth. Originally planned as an annual overnight for Junior Highers, this event was so successful that we have scheduled two "New Beginnings" events in 1988. This program, like "Happening", has its own board of directors and operates independently under the aegis of the diocesan Youth Commission. The leadership of this program is being handled ably by Jimmy Taylor.

The diocesan-wide youth ministry survey is complete and the results will be presented to the Bishop and Executive Council in December 1988. This survey provided us with the data base on which our planning and program strategy for the next three years is based. As a result of this survey the Commission has formulated a three-year master strategy for youth ministry in the diocese and has incorporated the Executive Council goals for the diocese into its strategy.

Youth and adult leaders continue to participate in youth ministry programs at the provincial and national levels. Youth and adults attend Winterlight at Kanuga, a post-Christmas youth conference under the leadership of Chris Mason. This year more than 60 youth and adults will be participating in this event. Additionally, East Carolina is represented by youth and adults at Province IV and at national leadership events. East Carolina enjoys great respect in the larger church for the quality and size of our youth ministry program given the size of our diocese.

The decision to employ a full-time Youth Coordinator at the diocesan level has paid off many times over in Carol Taylor. Under her leadership, and with the leadership of the youth and adults on the Youth Commission, exciting and productive ministry to youth is proceeding ahead.

Respectfully submitted,

The Rev. Christopher P. Mason, Chairperson

Bishop - Distinguished Guests - Friends of Trinity

When I set out to write a speech for this convention, I must have had seven different themes and thoughts - none of them right. But one afternoon last week, I had a few minutes to myself. . so I chose the camp dining room to sit quietly and eat a bowl of soup. . I was thinking "How grateful I am for where I am".. when the words of the general thanksgiving in the back of the Prayer Book came to mind. . and how perfectly the words fit into the life around Trinity. . and my new home, and your home when you visit.

For the beauty and wonder of your creation, in earth and sky and sea, we thank you Lord.

I think of the egret's wing. . the pampas grass. . the fountain in the pond. . the grand contemporary design of the Trinity buildings and the vision that dreamed them ani for that special moment every time one sees the ocean again.

For all that is gracious in the lives of men and women, revealing the image of Christ, we thank you Lord.

For Jacque Mason, Group Coordinator, who gives real meaning to grace under pressure and who greets with open arms. . the guests who need the shelter of Trinity's walls and halls. . who goes many extra miles in order to see that everyone has a blanket. . and a place to sleep, a piano to play, and a song to sing. For Carolyn, who manages the office. . who is young and beautiful. . and who stays late to master a computer and to match numbers and to figure figures. . who pays bills and satisfies customers with charm, and who takes it personally when the cash flow runs dangerously low.

For our daily food and drink, our homes and families and our friends, we thank you Lord.

I'm grateful for Myrtle, our Food Service Manager, who has come such a long way. . whose voice can be heard in Ohio. . whose laugh comes more often these days. . and whose Cream of Broccoli Soup could charm the diamonds from a king's crown. For Johnnie, who cuts the meat. . cleans chicken by the ton. . and wears his white hat at a perfect angle. . He's always on time, stays late, and stays kind. For Connie and Jonathan who wash dishes from dawn to dinnertime. . and prep 1,000 eggs for the great scrambling at breakfast the next morning. . for all the people in the kitchen who leave their homes and families early in the morning to make Trinity your home while you visit there. For Mary's bakery, for Debbie and Mary Alice's energy, for Mildred's steady pace. . they serve you silently and see to your needs.

For health and strength to work, and leisure to rest and play, we thank you Lord.

vision-and fortitude to follow such vision with faith-as is shown in the building of Trinity. . that with all the trouble in the world. . here is one place that can make an impact on our lives and where we can work to make a difference in the life of the Church.

I am so impressed with what I have found on the Crystal Coast of North Carolina. . Trinity Center-with unparalleled facilities that hold people who are working. . . planning. . . praying, for God's sake. And I am truly grateful for where I am and for having been asked to serve in this Diocese.

Respectfully submitted,

Sue Painter
Executive Director, Trinity Center

To the Bishop and the One Hundred and Sixth Annual Convention of the Diocese of East Carolina:

As the Fund's 1988 Annual Report indicated, we came through the year quite well, despite the precipitous stock market decline in October and the ups and downs that followed. At the end of our fiscal year, our assets totaled $1,421,000,000, compared with $1,395,000,000 the previous year.

Our investments over the years have done exceedingly well. The Church Pension Fund has been rated in the top 5% of over a thousand similar investment funds. We achieved an average return of 14% a year for the past five years, and 17% a year for the last three years. For this, we owe thanks to the Board's Finance Committee and the professional investment managers at J.P. Morgan and Alliance Capital Management.

At General Convention, eight new Trustees were elected to the Fund's Board. They are the Reverend Earl H. Brill, Ph.D., Episcopal Chaplain at Duke University; John K. Cannon, Esq., an attorney from Michigan; John L. Carson, III, a retired insurance executive from Colorado; Matthew K. Chew, a tax specialist and accounting firm executive from Arizona; Betty Connelly, a workshop leader from Los Angeles; Harry W. Havemeyer, a consultant to non-profit organizations from New York; Diane B. Pollard, a personnel executive from New York; and the Reverend M. Wainwright, Rector at St. Paul's, Rochester, New York.

I look forward to working with these outstanding members of the Episcopal clergy and laity. And as I welcome the new Trustees to the Board, I am sorry to have to bid farewell to those who are stepping down: David L. Brigham; the Very Reverend David B. Collins, D.D.; Margaret Truman Daniel, L.H.D.; Joseph L. Hargrove; the Right Reverend James W. Montgomery, S.T.D.; Virginia Norman; the Very Reverend George L. W. Werner, D.D.; and the Right Reverend Robert C. Witcher, D.D., Ph.D. These eight Trustees have served the Fund and the Church with distinction and without stint. All of us who are associated with the Fund are deeply in their debt.

With best wishes for the success of your annual meeting.

Respectfully submitted,

Robert A. Robinson, President

To the Bishop and the One Hundred and Sixth Annual Convention of the Diocese of East Carolina:

The year 1988 will be remembered happily by the Kanuga family for many significant reasons:

--the growth of programs as measured by the number of conferences offered throughout the year and by the increasingly imaginative and ambitious work of the Program Director and the Program Committee in planning them,

--the completion of the cottage renovation program, begun 39 cottages and 59 months ago,

--the beginning of an Endowment for Kanuga and the $100,000 gift of Buford and Sally Bowen, which sparked the effort to the $400,000 level, some 40% of the initial goal,

--the completion of the Fox Activities Building at Camp Kanuga, the Camp's sponsoring two weekends in May and August for Homeless Children, and the naming of the camp's dining hall in honor of Bill Verduin, executive director 1950-1963,

--the completion and dedications of Flanagan Center and Minkler Grove, outstanding meeting facilities celebrating the lives of two Kanuga stalwarts,

--the gifts from the Carter family of Pass Christian, Mississippi, and the Janirve Foundation of North Carolina to renovate, insulate and heat for winter guest use the female summer staff dormitory,

--a grant from the Robert Wood Johnson Foundation of Princeton, New Jersey, to support the December Compassion and Mercy Conference, and,

--an ever growing awareness of Kanuga resulting in its hosting over 20,000 persons for the second consecutive year and its being open to guests an incredible 331 of the year's 366 days!

For these good things, for loyal and supporting friends, and for all the other blessings of the year 1988, we give sincere and hearty thanks.

Exciting program offerings in 1989--in addition to the regular summer schedule--will include the ever popular Vestry Leadership Conference in January; a Pre-Lenten Retreat featuring the Very Rev. Horace Dammers, dean emeritus, Bristol Cathedral, England; the Growing Multi-Staff Congregation conference in April; a Woman's Conference featuring Mary Donovan in June; and a conference for Resource Librarians and Archivists in October.

The most significant program will be the inaugural conference on Christian Commitment sponsored by the Bowen Endowment. That will be held February 22-24 and is entitled Connecting Sunday and Monday, Exploring the Ethics of American Corporate and Public Life. It will feature Robert Bellah, author of Habits of the Heart, William Friday, for thirty years president of the University of North Carolina, and noted bank executives Maria Campbell of AmSouth, and John G. P. Boatwright of NCNB.

Also scheduled for 1989 will be Christmas at Kanuga, a week-long celebration planned both for far-flung families seeking a convenient gathering place and for those individuals who seek a community of new friends to share this special time in the Christian year.

As in the past, the Kanuga staff will be working hard in 1989 to spread the word about what this place has to offer, then to provide the quality service promised, and finally to seek continuing gift support from individuals, foundations and church sources which enable the program to grow and scholarship opportunities to be enhanced while keeping Kanuga's fees reasonable.

Kanuga owes a special debt to the people, parishes, ECWs, and the Diocese of East Carolina, for the support which in 1988 again reached the $400,000 level. At the same time, we renew our pledge to use those--and future--gifts wisely and carefully.

Members of the Board of Directors from the Diocese of East Carolina are: Dr. Charles L. Garrett and the Rt. Rev. B. Sidney Sanders.

Members of the Board of Visitors are: Mr. and Mrs. Waverly Broadwell, Mr. H. Ruffin Horne, and Mr. and Mrs. Charles vonRosenberg, Fayetteville; Mr. and Mrs. William S. Page, Kinston; Dr. and Mrs. John C. Rozier and Mr. and Mrs. Horace E. Stacy, Lumberton; and the Rt. Rev. and Mrs. Hunley Elebash and the Rev. and Mrs. Edwin B. Jeffress, Jr., Wilmington.

Respectfully submitted,

Albert S. Gooch, Jr., President

SAINT MARY'S COLLEGE

To the Bishop and the One Hundred and Sixth Annual Convention of the Diocese of East Carolina:

The 146th academic year opened with the arrival of an exceptionally spririted group of students. There has been a remarkable sense of school spirit; faculty, staff, and students have noticed and commented on the renewed sense of commitment on campus. The Student Government Association is doing a very effective job of involving students in campus life and providing opportunities for a variety of activities. We are certainly proud to see the quality of leadership which these experiences are providing for our young women.

This is especially evident in the various dimensions of our outreach program, which is coordinated through the Chapel. Members of the Vestry have specific responsibilities for recruiting new volunteers and arranging their schedules. Volunteer work in the community is a tradition at Saint Mary's, and the numbers of students involved, and their initiative and commitment, remains outstanding. In an era when students are often described as passive and uninvolved, we are witnessing a strong and steady commitment from our students. Each week, we have students volunteering at the Governor Morehead School for the Blind, Hillhaven Convalescent Center, and the Frankie Lemmon School for Retarded Children. Students also joined in the CROP walk and are sponsoring an Angel Tree to provide gifts for children of inmates in NC prisons.

In line with this emphasis on the development of student leadership, the college has introduced the Leadership Scholarship, which provides up to $3,000 to students who apply to Saint Mary's with a record of service to their schools, churches, and communities. One of the documented strengths of a woman's college is the leadership opportunities, and this continues to be true at Saint Mary's. As our Dean of Students has pointed out: where else can a college sophomore be president of the Student Government Association? Or Senior Warden of the Vestry?

The academic program at Saint Mary's continues to be our greatest strength. We are proud to continue serving the Episcopal Church in this diocese through our commitment to liberal learning. We are seeking a variety of opportunities to help our students connect the life of the mind with the life of the heart and spirit, and we feel blessed in this mission.

Respectfully submitted,

Janet C. Watrous

To the Bishop and the One Hundred and Sixth Annual Convention of the Diocese of East Carolina:

Two important events occurred at Sewanee this fall:
The University of the South installed its fourteenth Vice-Chancellor and President, Samuel R. Williamson, Jr., an Episcopalian and former provost and professor of history at the University of North Carolina in Chapel Hill replaced retiring President Robert M. Ayres, Jr., Vice-Chancellor Williamson said: "We are striving to create a collegiate higher education institution that is avowedly in a Christian setting and a Christian community...This is the heritage we ought to nurture and pass on to the generations that come after us."

The second event recurs as do the season: about 300 young men and women began their college careers, and twenty Seminary students began their course toward ordination to become priests in the Episcopal Church.

There is perhaps no more vital place than a college campus in September. If you recall your own freshman year and perhaps the freshman year of your son or daughter, you can appreciate what a profound experience it is. The friends we make, the challenges we face and resolve, the concepts we are taught, the values we accept continue to shape us for the rest of our lives.

The founding bishops of the University of the South appreciated this. They sought to build a University on the principles of "true learning and virtue, that god may be glorified and man advanced." And the clergy and lay leaders who came after them maintained the vision and built a tradition of academic excellence within a Christian community.

The young men who journeyed to Sewanee to read theology were eventually organized into a Seminary of the Episcopal Church. With many of the same classical traditions that shaped the undergraduate College, the School of Theology has for more than a century produced clergy for the Episcopal Church. More than 100 of those alumni have become bishops.

This fall Sewanee's freshmen are reading Chaucer, Dante, and Shakespeare, just as freshmen have done for decades at Sewanee. Before they complete their college careers, they will wade through a core curriculum of mathematics, the natural sciences, history, religion, and the arts.

The wooded mountain landscape provides opportunities for outdoor activities. Organized sports abound. More than eighty organizations are on a freshman's potential agenda. The University chapel is literally at the center of the campus, and around it are organized a rich variety of service and instructional programs.

The University of the South is interested in the whole person intellectual, physical, psychological, and spiritual development. And in helping develop young people for a lifetime of service, the Episcopal Church has no greater outreach than this mountain-top University. Sewanee alumni, including thousands of alumni of the extension program, Education

for Ministry, are serving their communities and churches in every state in the nation and in many foreign countries. Twenty-four percent of the deputies to General Convention had ties to Sewanee.

The Diocese of East Carolina is filled with these alumni, and its communicants are all owners of the University of the South. You are part of this Sewanee outreach.

Members of the Sewanee Board of Trustees from East Carolina are your bishop, The Rt. Rev. B. Sidney Sanders, The Rev. Frank M. Ross, Mr. Dennis Sporre, and Dr. Charles Garrett.

CHURCH GIVING
DIOCESE OF EAST CAROLINA

1987 through 1988 (Fiscal)

Ahoskie - St. Thomas

Burgaw - St. Mary's

Edenton - St. Paul's

Fayetteville - Holy Trinity, St. John's

Goldsboro - St. Stephen's

Hertford - Holy Trinity

Jacksonville - St. Anne's

New Bern - Christ

Southport - St. Philip's

Washington - St. Peter's

Williamston - Advent

Wilmington - St. James

Windsor - St. Thomas

Woodville - Grace

Wilmington - St. Andrew's

To the Bishop and the One Hundred and Sixth Annual Convention of the Diocese of East Carolina:

We are very grateful for your 1988 grant of $1,500, for your assistance in obtaining a $10,000 grant from Jubilee Ministries, and for you abiding concern and prayers. Thank You!

We think that our work in 1988 manifests faithful stewardship of the gifts entrusted to us for use in assisting God's children in their crisis, ministering to the aged and infirmed, and helping our community organized better to care for one another. Below are descriptions of what we accomplished:

CRISIS MINISTRY:

	1987	1988
Families served	975	1,160
Acts of giving assistance with fuel and shelter	1,356	1,322
Acts of giving food	739	730
Acts of giving prescriptions	674	820

We attribute the increase in number to three factors (1) State Unemployment Compensation has operated much slower and less generously this year, and most of our population depends on seasonal employment; (2) inflation, though slow, has been steady and has eroded the purchasing power of those dependent on minimum wage jobs and Aid For Dependant Children; (3) neighbors from Bath, Pinetown, and other rural areas of the county are turning to us in desperation.

Those we serve are (approximately) 24$ "working poor"; 30.5% aged or disabled; and 13% families which must rely on Aid For Dependant Children and food stamps for their livelihood.

VOLUNTEER DEVELOPMENT:

All of our work is done by volunteers, Janice Ellegor (salaried) serving as their coordinator and resource person. In 1988, the of volunteers for crisis ministry, neighbor transportation, clothes closet, and home service to shut-ins increased from 50 to 75. New volunteers are prepared for their work through regular volunteer meetings and being paired with an experience co-worker.

HOUSING-WITH-SUPPORTIVE-SERVICES FOR THE ELDERLY:

In February, 1989, we received offical authorization from Farmers Home Administration to proceed with final architectural plans, etc. to construct a 40 apartment unit complex, called Pungo Village, for the elderly and disabled. If all goes well, construction should begin in June. Each apartment will have at least one bedroom and a kitchen. Meals, transportation, a recreation program, and the security of a

resident staff person and an emergency alarm system will be available for all residents. Fees for rent and utilities will be on a "sliding scale": 30% of net income.

TRANSPORTATION:

Our van makes three trips from Belhaven to Greenville each week, transporting an average of 7 persons each trip for medical treatment, principally at the Dialysis Center. It also makes weekly trips to Washington, carrying neighbors for medical and social service appointments. Volunteers, using their cars, carried neighbors to Washington, Greenville, and New Bern on other occasions and made 7 trips to V.A. hospitals in Hampton, Virginia and Durham, North Carolina

STEPS TAKEN TO REDUCE OUR NEED FOR FUNDS

1. Two years of negotiations produced an agreement with the Beaufort County Council on Aging for it to take over our Home Delivered Meals Program (18 meals served each day); our volunteers now work with the Council on Aging, and in July, 1989, the Council on Aging (with state and federal funds) will begin to underwrite the entire cost of the program ($8,867 per year).

2. Four years of negotiations appear likely to result in considerable transportation COST SAVINGS. The Department of Transportation, we hope, will both replace our 1979 van and underwrite the cost of out-of-county medical transportation (about $10,000 per year), beginning in July, 1989.

Summary of 1988 Financial Reports

INCOME		EXPENSES	
Local Contributions.	$23,094	Crisis Assistance. . . .	$28,710
Church Adjudicatories.	16,291	Home Delivered Meals . .	8,867
Foundations.	40,000	Home Services.	3,224
Federal Emergency Management Agency.	11,737	Transporting Neighbors .	12,887
Department Vocational Rehab. .	2,600	Investment in Developing Senior Citizen Housing	8,400
	$93,722	Administration	22,924
			$85,012

STEWARDSHIP RESOLUTION

Whereas, the 69th General Convention of the Episcopal Church of the United States resolved that each diocese and congregation of the church be encouraged to continue to work towards the goal of giving to others as much as they spend on themselves (commonly known as 50/50 giving), with at least 25% of the Net Disposable Budgeted Income (NDBI) of each congregation to be given through the diocese for mission and minsitry, and

Whereas, the One Hundred and Fifth Convention of the Diocese of East Carolina, recognizing its responsibilities as stewards of our Lord's bounty, recommitted itself to the goal of giving one half of its ordinary income for work outside the Diocese in national and local programs, and

Whereas, as a voluntary giving Diocese, no church is assessed an amount to be given to the Diocese

Be it therefore resolved, that the One Hundred and Sixth Convention of the Diocese of East Carolina will continue to work towards the goal of 50/50 giving

Be it further resolved, that we encourage every church of this Diocese to adopt 50/50 giving as a goal of their church with at least 25% of the NDBI of each congregation to be given through the diocese for mission and ministry, and

Be it further resolved, that each congregation in their commitment of giving 25% of their NDBI to the Diocese, will seek to increase their giving to the Diocese of East Carolina a minimum of 2% of the NDBI each year, and

Be it further resolved, the Bishop of the Diocese of East Carolina is directed to forward a copy of this resolution to every congregation of the diocese for their study and affirmation, and

Be it further resolved, that the Stewardship Committee of this Diocese be instructed to develop programs whereby this resolution can be accomplished.

Respectfully submitted,

J. Clarence Leary, Jr., Chairman
Stewardship Committee

RESOLUTION FOR PRAYER

Whereas, the 69th General Convention of the Episcopal Church of the United States designated 1989 to be the "Year of Prayer for Evangelism", and,

Whereas, the Presiding Bishop and Executive Council call upon all Episcopal dioceses, congregations, organizations, networks and publications to use all the means available to them to share, during 1989, in a year of prayer of God's leading and empowerment for the Decade of Evangelism in the 1990's; and,

Whereas, the Bishops of the Anglican Communion at the 1988 Lambeth Conference, issued a unanimous "Call to Prayer" asking individuals, prayer groups, congregations, devotional organizations and religious communities to give renewed emphasis to the work of prayer, and calling upon the bishops to give a strong lead in the ministry of prayer in all its forms so that we may know God's will for our time and be empowered for the mission of the Lord Jesus Christ,

Be it therefore resolved, that the 106th Convention of the Diocese of East Carolina encourage united, sustained and concerted prayer by its members in order to seek, to know and to do the will of God; and,

Be it further resolved, that the 106th Convention likewise encourage parishes and church organizations to continue in all their deliberations through prayer to listen to what God is saying to them, desiring at all times and in all situations, to do His will in serving His church; and,

Be it further resolved, that the 106th Convention look to God for a fresh movement of the Spirit in prayer, outgoing love and evangelism in obedience to our Lord's command.

Submitted by,

Bettie G. Stokes
Diocesan Representative of the Anglican
Fellowship of Prayer

RESOLUTION

Whereas, the 69th General Convention of the Episcopal Church heard our Presiding Bishop, the Most Reverend Edmond Browning call for increased Communication within the whole church and,

Whereas, the 69th General Convention of the Episcopal Church endorsed proposals and provided increased funds to THE EPISCOPALIAN for that purpose and,

Whereas, the Communications Committee and the Bishop of the Diocese of East Carolina recently undertook steps to begin cooperative publishing of our diocesan publication CROSS CURRENT with THE EPISCOPALIAN as a diocesan edition and,

Whereas, this new direction will lead to an improved view of our church as a whole as well as exercising better stewardship of our communications dollars,

Be it therefore resolved, that the clergy and lay delegates to this One Hundred and Sixth Annual Convention of the Diocese of East Carolina support the Communications Committee and the Bishop in their decision to begin cooperative publication of CROSS CURRENT and THE EPISCOPALIAN.

Respectfully submitted,

Dr. Charles L. Garrett

RESOLUTION ON NATIONAL COUNCIL OF CHURCHES

Whereas, the Episcopal Church of America is a member of the National Council of Churches and does support that organization financially and prayerfully that it may be a united witness to the presence of God in this world, may work for the relief of God's children in need across the globe and may be a center for continuing dialogue towards ecuminicity,

And Whereas, we have a responsibility as Christians to speak the truth in love when our consciences call us to attend to questionable behavior on the part of our brothers and sisters,

And Whereas, that office of the National Council of Churches responsible for issues of social and legal justice with apparent little study of the overall situation in Robeson County, and ignorance of the complexities of the conditions surrounding the case and an apparent abject insensitivity to the innocent citizens involved in the hostage taking incident, did provide $25,000 bail for Mr. Eddie Hatcher, a sum subsequently forfeited when Mr. Eddie Hatcher left the state to avoid trial,

Be It Therefore Resolved, that this Convention does ask our Bishop to write to the Director of the Bail Bond Fund of the National Council of Churches and those persons responsible for deciding such actions expressing to them our corporate concern over the apparent lack of study, discernment, judgement, and insensitive use of resources in this situation. As a diocese concerned with good stewardship, we believe such resources might, in the future, be used in ways that better encourage the creation of a more healthy, vibrant, economically developed environment for the residents of poor rural counties such as Robeson County.

Submitted by,

The Rev. Russell Johnson
Trinity Church, Lumberton

STATEMENT ON FORFEITURE OF HATCHER BAIL
The Rev. Tyrone Pitts, Director
Ecumenical Minority Bail Bond Fund

We are saddened to learn that Eddie Hatcher, a Tuscarora Indian of Pembroke, North Carolina, for whom we posted bond of $25,000, has left the jurisdiction of the state court and did not return for a scheduled hearing today (January 17, 1989), thus forfeiting the bail put up by the Fund. He was charged with kidnapping for holding captive twenty employees at a newspaper office for ten hours to gain coverage of corrupt conditions in Robeson County, North Carolina. He was acquitted by a federal court on October 14, 1988, on federal hostage-taking charges. A few weeks later he was re-arrested on 14 counts of state kidnapping charges for the same incident.

The Fund has been in operation for twelve years and has posted bail for 44 defendants, totaling $791,000 and has never previously lost a penney through forfeiture. Many of the persons bailed were facing more serious charges than Hatcher, but most of them expected at worst to serve a term of years if convicted. Hatcher is said by his friends and attorneys to have feared for his life, whatever the outcome of his trial - if he lived long enough to go to trial.

His fears are lent credence by the murders of twenty minority persons in Robeson County in the past eleven months, most of which are unresolved. According to press reports a young black man died in the Robeson County jail while begging for medical attention; another was killed by the sheriff's son for allegedly attacking him with a plastic pail. After Hatcher's release on bail, according to friends, he was staying with his mother, but when they received threatening phone calls, he left the state to try to take the pressure off of her as well as to avoid his own judicial and nonjudicial perils.

The Bail Bond Fund is made up of money contributed by eight denominations and the NCC for bailing members of racial ethnic minorities who have been subject to bail abuse or other miscarriages of the criminal justice system. The decision to grant bail is made by a Policy Board composed of representatives of the contributing churches. After careful inquiry into the facts and circumstances surrounding this case and attendance at parts of the Federal trial, the Bail Bond Policy Board concluded that the state smacked of double jeopardy. We regret the loss of the $25,000, but regret even more that conditions in Robeson County caused Hatcher to feel he could not trust the justice system there to treat him fairly. The loss is less than one-seventh of what the Fund has earned in interest income since its inception in 1977, and it arose from an unusual, if not unique, situation of extralegal danger perceived by the bailee. It should not impair the normal operation of the Fund.

RESOLUTION OF THANKS

Whereas, Mr. William Splane Page, Sr., has submitted his resignation as Treasurer of the Diocese of East Carolina and,

Whereas, Mr. Page has served in this important post for the past eleven years with a faithfulness to Christ and His Church that is a powerful witness to the whole Church in this Diocese,

Therefore Be It Resolved, that this One Hundred Sixth Convention of the Diocese of East Carolina express its heartfelt thanks to Mr. Page by presenting to him a copy of this resolution and by our standing applause.

RESOLUTION OF THANKS

Whereas, Mr. Horace Stacy has asked to be relieved of his responsibilities as Chancellor of the Diocese of East Carolina,

And Whereas, Mr. Horace Stacy's leadership and faithful witness to the good news in his own life has helped sustain and buoy this Diocese at a time of unparalleled activity and change,

And Whereas, Mr. Horace Stacy has served nine years as Chancellor faithfully devoting his legal skills, good common sense and Christian ethical awareness for the betterment of this Diocese,

Be It Therefore Resolved, that this 106th Annual Convention of East Carolina expresses their deep and lasting appreciation to Mr. Horace Stacy for his long and faithful service as Chancellor of this Diocese and do wish him God's rest and God's peace that his life will continue to be filled with the energy and desire to serve our Lord in whatever capacities seem most right for him.

RESOLUTION OF THANKS

Whereas, Mrs. Katerina Whitley had served as Editor of the CROSS CURRENT for six years,

And Whereas, during her tenure as Editor, the CROSS CURRENT received several awards for editorial writing and substance of material,

And Whereas, as Editor, Mrs. Whitley placed before us our Lord's admonition "to care for the least of these my brethren",

And Whereas, Mrs. Whitley now continues her communications ministry to the church as consultant on Communications for the Presiding Bishop's Fund For World Relief,

Be It Therefore Resolved, that the One Hundred and Sixth Convention of the Diocese of East Carolina offers our prayers of thanksgiving for her ministry to us as Editor of CROSS CURRENT and wishes God's blessing upon Mrs. Whitley and her family.

RESOLUTION ON THE "CITIZENSHIP AND NATIONAL SERVICE ACT OF 1989"

Whereas, the Lord calls His Church to serve His work of healing and nurturing his children and of creating among them wholesome community; and,

Whereas many of our youth lack skills and self-discipline needed for gainful employment; and,

Whereas many of our youth and young adults live without meaningful hope and with despair and in their despair harm themselves and others with drugs and crime; and,

Whereas, a legislative bill entitled "The Citizenship and National Service Act of 1989" was introduced during January, 1989, in both Houses of the U.S. Congress and seriously addresses both the despair and deficiencies that afflict many of our young people by calling for the creation of a National Service Corps, both military and civilian, for those who enlist for two years; said bill providing for:

1. two years service and training for all who enlist;
2. employment in either military service or community service projects;
3. small weekly stipends;
4. vouchers of $10,000 for civilian service and $12,000 for military service for each year of service completed;
5. use of vouchers for education, job training, or home purchase and,

Whereas, said National Service Corps offers needed means to help young people both gain self-discipline and skills and lay hold on hope and provides resources for communities to do much needed work in child care, service to infirmed adults, expanding community facilities, etc.;

Therefore, Be It Resolved that the One Hundred Sixth Convention of the Diocese of East Carolina:

(a) affirm the concept of the National Service Corps in the "Citizenship and National Service Act of 1989";

(b) urge our congregations to obtain copies of the bill, study it; and,

(c) encourage the congregations of this Diocese to respond by relaying their prayerful reactions to their Congregational representatives.

Respectfully submitted,

The Rev. Judson T. Mayfield

RESOLUTION
CONCERNING SUPPORT OF THE SEMINARIES

Whereas, the 69th General Convention of the Episcopal Church asked each Diocese to strive towards full implementation of the 1% resolution of 1982 by all congregations during the next triennium and,

Whereas, the 1982 General Convention called upon all Dioceses to pass enabling legislation in the accredited seminaries of the church, 1% of the net disposable income of each congregation being the standard set and,

Whereas, the 100th annual convention of the Diocese of East Carolina called upon each congregation of the Diocese of East Carolina to give annually at least 1% of its net disposable budgeted income to one or more accredited seminaries of the church,

Be It Therefore Resolved, that the One Hundred and Sixth Convention of the Diocese of East Carolina asks each congregation of East Carolina to strive towards full implementation of the 1% resolution of 1982 in the future and,

Be It Further Resolved, that the Bishop of the Diocese of East Carolina is directed to forward a copy of this resolution to every congregation of the diocese for their study and affirmation.

Respectfully submitted,

Mr. J. Clarence Leary

COURTESY RESOLUTION

Be It Resolved, that the One Hundred and Sixth Annual Convention of the Diocese of East Carolina expresses gratitude to The Rev. Pat Houston, Jr., Rector, and The Rev. Mid Wootten, Associate Rector of St. Paul's, Dr. Robert Van Veld, Diocesan Convention Committee Chairman, Mrs. Norma Van Veld, Chairperson for St. Timothy's, and Mrs. Linda Davis, Co-Chairman for St. Paul's. We also express gratitude to The Rev. Joe Cooper of Church of the Servant, Wilmington, for the music and liturgy for the services. A thank you is also extended to Mark Ganzor, organist.

We express our deepest appreciation to our beloved Bishop for his sermons and addresses that moved us in a way that only he can. We are grateful for his able staff that makes all this possible, especially The Rev. Chip Marble and Jane Wynne. The Bishop's announcement that Trinity Center is paid for was good news and indicated a great accomplishment.

The pageantry of the banners of the churches and the ECW banners for UTO Ingathering gives us unity.

We are so very grateful for the homily given by The Rev. Antoine L. Campbell. His message addressed the issue of what we can do if we are not to be a "Huddle Church". We express gratitude to those who do the work God has given us to do.

We thank Christian Ed. for Break Bread on Friday evening before the lavish buffet and dance.

Our hosts have been gracious - from serving refreshments on Thursday, the Hunger Luncheon on Friday, and to closing on Saturday. Thank you.

Respectfully submitted,

Carol Tayloe

PROPOSED CHANGE TO THE
CANONS OF THE DIOCESE OF EAST CAROLINA

Canon 13, Section 1:

"There shall be a Diocesan Commission on Ministry, consisting of eight priests of the Diocese, one Vocational Deacon, and four lay persons, communicants and residents of the Diocese. The members of the Commission shall be elected by the Convention, on nomination by the Bishop, for four-year terms. One Vocational Deacon will be elected every four years. Two priests and one lay person will be elected annually; provided, that the number elected and the terms may be varied initially to produce such staggered terms. No member who has served on the Commission shall be eligible for re-election, or appointment to fill a vacancy, until one year after the expiration of the member's term. The Standing Committee shall elect priests, the Vocational Deacon, or lay persons, on nomination by the Bishop, to fill any vacancy that may occur on the Commission between the annual meetings of the Convention. The chairman of the Commission shall be a priest designated annually by the Bishop."

Executive Council Minutes
Friday, March 11, 1988
Diocesan House, Kinston

The Executive Council of the Diocese of East Carolina met on Friday, March 11, 1988 at 10:00 a.m. at the Diocesan House in Kinston. The following were present: The Rt. Rev. B. Sidney Sanders, The Rev. A. C. Marble, Jr., The Rev. P. J. Woodall, Mrs. Nancy Broadwell, Mrs. Mary Gornto, Mrs. Mercedes Newsome, The Rev. Lucy Talbott, Mrs. Ginny Shew, Mr. Charles Horne, Mr. Don Hickman, Mr. Robert Van Veld, The Rev. Richard Warner, Jr., Mrs. Ruth Woodley, The Rev. Mid Wootten, Mr. William Page, The Rev. Phil Craig. Program members present: Mr. Ollie Toomey, The Rev. William Stringer, Ms. Carol Taylor. Guests present: Mr. Jim Hinkley and Mr. Bob Mulder. Also present were Jane Wynne and Lynn Brown.

Coffee and doughnuts were served at 10:00 a.m.

At 10:30 a.m. there was a Celebration of the Holy Eucharist.

The minutes of the previous meeting were accepted as presented.

The treasurer's report was presented by Mr. William Page and it was approved as submitted.

Bishop Sanders introduced new members of the Executive Council. They are: The Rev. Chris Mason, The Rev. Don Porcher, The Rev. Lucy Talbott, Mrs. Mary Gornto, Mr. Don Hickman, Mr. Clarence Leary, and Mr. Charles Horne.

Ms. Carol Taylor, Youth Coordinator for the Diocese, informed the Executive Council that 35 junior high youth have registered for "New Beginnings". Mr. Jimmy Taylor is the coordinator for this event. Ms. Taylor reported that Happening will meet April 8-10 and is already booked. Planning for summer camp is underway and Trinity has received 200 applications, including two exchange students from France. Also, the handicap camp has received twice as many registrations as last year.

Bishop Sanders introduced Mr. Jim Hinkley and Mr. Bob Mulder from the Land Stewardship Council. Mr. Hinkley and Mr. Mulder were invited to educate the Executive Council about Land Stewardship Council and explain the disbursement of the Diocese of East Carolina's funds. Several handouts were distributed. The Council is responsible for educating and acting on environmental problems. Contamination of ground and surface water is a major problem today. Both men stressed the importance of protecting God's creation.

Mr. Robert Van Veld, Chairman of the Convention Committee, announced the committee will meet on March 17 to critique the 1988 Convention. The next convention will be held February 2-4, 1989.

Bishop Sanders announced that $37,224.61 has been distributed for Red Tide victims.

The Rev. William Stringer, retired rector, is now serving as interim Executive Director for Trinity Center. The Rev. Mr. Stringer was pleased to announce how well things were going at Trinity. There have been staff additions of a maintenance caretaker and financial secretary. He reported that the food service is operating well and they are preparing now for camp. The Conference Center is almost full through 1989 on the weekends. Bishop Sanders thanked the Rev. Mr. Stringer for taking on this task.

Mr. Clarence Leary, Chairman of the search committee for a Stewardship Development Officer, reported that a job description has been formed and advertisements placed in trade journals. The committee hopes to have someone hired by July 1, 1988.

Mr. Leary, also Chairman of the Stewardship Committee, asked the Executive Council to form and commit themselves to a Stewardship statement. The Executive Council agreed to meet on April 16 at 10:00 a.m. at St. Mary's in Kinston to discuss this further. Mr. Leary announced that the Bishop's Stewardship Conference will be held at Trinity April 29-30.

The Rev. Richard Warner announced a Christian Education Conference June 22-26 on Initiatory Rites at Trinity Center. Hopefully, Sister Rose Mary Dougherty will be able to speak again at the Spirituality Retreat November 4-6.

Mrs. Nancy Broadwell, Chairperson of the Episcopal Churchwomen, informed the Executive Council that plans for the Centennial are underway and registration is coming in rapidly. The Episcopal Churchwomen will be meeting on May 17 at St. Peter's, Washington, North Carolina.

The Rev. P. J. Woodall, Chairman of Christian Social Ministries, announced that a decision has not been made as to whether the grant from DuPont will be given for a new building in Newton Grove for the migrants. An answer should be given by the first of May. Ms. Amy Trester, Outreach Worker, will be staying another year in Newton Grove to aid the migrants.

Mrs. Mercedes Newsome expressed her thanks to the Rev. A. C. Marble for a most commendable post-convention newsletter.

The next meeting of the Executive Council is May 20, 1988. Other dates for this year are: September 16, December 2 and January 13, 1989.

There being no further business, the meeting was adjourned.

EXECUTIVE COUNCIL OVERNIGHT
MARCH 30 - 31, 1988
REVIEW

The Executive Council of the Diocese of East Carolina met for an overnight retreat at Trinity Center on March 30-31, 1989. Bishop Sanders began the meeting by explaining the purpose of Executive Council and orienting the new members of the council elected at the Diocesan Convention in February.

Bishop Sanders informed the council of the recent visit by the Rt. Rev. Furman C. Stough of the Presiding Bishop's Fund for World Relief. Bishop Stough visited Belhaven and Shepherd's Staff, Bath and Hyde County. The purpose of his visit was to be of assistance to the leaders of Hyde County in the area of poverty as well as to be informed with what is happening in the Diocese of East Carolina. Bishop Stough stated that Shepherd's Staff was the best program he had seen to help poverty at the rural level.

Jane Wynne reviewed the budget line item by line item in order to help explain the budget to the new members. Afterwards, these items were suggested:

1. Take the extra money from Pledges Prior Year and give to the Clergy Conference line item. (The budgeted item is never enough to cover the 2 conferences a year. The balance is always taken from the Bishop's Discretionary Fund.)
2. Break out Youth and EFM from Christian Education line item.

The council then listened to presentations by diocesan leaders about the progress of the six goals adopted by the council at the overnight in August, 1987. Mr. Clarence Leary discussed the Stewardship Goal. Mr. Leary stated that the Stewardship Commission is moving along well with its goal. Mr. Glenn Richards is on board as the Stewardship Development Officer. The commission is appointing a "Contact Person" for each parish and is training consultants to work with parishes. Mr. Leary did say that the diocese needs a mission statement. It was agreed that he would do some preliminary work on a statement and bring it before the council later.

The Rev. David Chamberlain discussed the Evangelism Goal. The Evangelism Commission has added "Renewal" to its title. Evangelism: for people who have not heard the message of Jesus Christ. Renewal: for people who have heard the message. The commission is in the process of rewriting its goal. They will present the new goal to the Bishop. The commission has decided to go with the Springfield model of Evangelism again. They will be choosing 5 new parishes at their next meeting. Having these 5 parishes on board with the program is the goal for 1989. In 1990, it is hoped to have 5 more parishes in the program. Also, the Presiding Bishop has designated the 1990's as the decade of evangelism.

Before adjourning for the evening, Bishop Sanders stated that he had contacted the Rev. Ted McEachern about a diocesan study, including the organization of the diocese and the diocesan office.

On Friday morning, the Rev. A.C. Marble began by talking about the Congregational Development Goal. The Department of Mission is overseeing this goal. So far, 41 congregations have taken part in the area studies, with the Central Area in the middle of their study. These studies will be completed during 1990, not 1989. The Department of Mission is scheduling a conference in November for vestries of small congregations and a Small Church Conference is scheduled for June at Trinity Center co-sponsored by the dioceses of the Carolinas and Virginia. The Consultants Network is reorganized and while only one person is currently in consultant training , there are plans for future training events to broaden the assistance to parishes. The Commission on Ministry has tabled Canon #9 priests for the time being. Holy Trinity, Hampstead and St. James, Shallotte are two congregations receiving support for full time priests. There are several other areas in need of establishing new congregations, and the need for capital funds is urgent. It is hoped that a captial funds drive in 1990 or 1991 will provide needed financial support.

Bishop Sanders then brought up the subject of the Bishop Darst Memorial Fund which has received a gift of $63,000. Mr. Leary moved that up to $20,000 be put aside for Christ Church, Hope Mills. (Christ Church, Hope Mills has been given some property adjacent to the church. But, the condemned building must be removed. Then, they can use the property for parking. Also, when the congregation moves later to a larger site, the parking lot will increase the value of the land.) The Rev. Mid Wootten talked of our goal of servant ministry and Mr. Robert Swindell spoke of 50/50 giving. The remainder of the money will be set aside to fund future projects such as the day care building for migrant children in Newton Grove.

Mr. Ted Gartman spoke to the council regarding the goal for Leadership Development. He said that the Consultants Network felt the goal of an annual leadership institute would not meet the need for leadership training. He offered instead to work on a restatement of the goal offering leadership training in areas of the diocese and possibly at the local parish level. He also said that many opportunities are currently being offered by various diocesan program groups like Youth, ECW, Christian Education and Stewardship. A revised goal statement will be worked on and submitted back to Executive Council.

The Rev. Robert Beasley reported on the goal for Servant Ministry. The Christian Social Ministry Committee has taken on this goal and is in the midst of rewriting it. As the new chairman, the Rev. Mr. Beasley shared with the council the goals that the commission had recently worked on. The Rev. Richard Warner said that the Christian Education Committee has picked up part of the original goal concerning gift identification. Bishop Sanders asked that the Revs. Warner and Beasley meet and either accept the original goal or revise it by the next meeting.

Mrs. Sheila Walker discussed the goal for Strengthening Black Ministries. All eight of the black congregations in the diocese are holding together at this point. The Coalition of Black Episcopalians does want a black person on the diocesan staff, not for black ministries, but as a resource person who would have among his or her duties, racism, developing new integrated churches and strengthening existing black churches. Mrs. Walker spoke of the issue of racism and how it is not a "one way street". Attitudes of blacks and whites must be addressed. There is a need for a day long conference on Racism that will take place in the churches, not at Trinity Center, which is seen as neutral territory. Another need is a native, American black as a priest in the diocese.

The next agenda item was to discuss the guidelines for Creative Christian Stewardship Grants. One concern was how many times an organization could apply for grants. The Rev. Richard Warner moved that the money used for Creative Christian Stewardship Grants be used primarily to fund new programs and/or a new facet(s) of an existing program. This would be added as #10 to the existing guidelines. This would not exclude an organization from coming before the committee more than once.

There was an addition to the Stewardship Statement for the council. It was decided to discuss and possibly amend the statement at the next meeting.

It was decided that there was not enough time to finish all the agenda items, so a meeting was called for April 21st to discuss a stewardship statement, a mission statement, the capital funds drive, a companion diocese, servant leadership goal and respond to the 1989 Convention.

EXECUTIVE COUNCIL MINUTES
FRIDAY, MAY 20, 1988

The Executive Council of the Diocese of East Carolina met on Friday, May 20, 1988 at 10:00 a.m. at the Diocesan House in Kinston. The following were present: The Rt. Rev. B. Sidney Sanders, The Rev. A. C. Marble, Jr., The Rev. P. J. Woodall, Mrs. Ginny Shew, The Rev. Ed Sharp, Mr. Charles Horne, The Rev. Phil Craig, The Rev. Dr. Richard Warner, Jr., The Rev. Mid Wootten, Mrs. Nancy Broadwell, Mrs. Mary Gornto, Mrs. Mercedes Newsome, Mr. Robert VanVeld, Mr. Don Hickman, Mrs. Ruth Woodley, Mrs. Billie Craft, The Rev. Chris Mason, The Rev. Lucy Talbott, The Rev. Don Porcher, Mr. Clarence Leary, The Rev. George Muir, and The Rev. Robert Cook. Program members present: Mr. Ollie Toomey, Mrs. Nancy Craig, Mrs. Katy Whitley, Ms. Carol Taylor, and Mrs. John Carter. Also present were Jane Wynne and Lynn Brown.

Coffee and doughnuts were served followed by a Celebration of the Holy Eucharist at 10:30 a.m. by The Rt. Rev. B. Sidney Sanders and The Rev. A. C. Marble, Jr.

The minutes of the previous meeting were accepted as presented.

The treasurer's report was presented by Jane Wynne and it was approved as submitted.

Mr. John Carter of Jacksonville, Chairman of the Creative Christian Stewardship Committee, presented each grantee requesting funds. After a detailed discussion The Rev. Phil Craig moved that these grants be approved. The Rev. Ed Sharp seconded the motion. (Grants attached)

Mr. Clarence Leary, Chairman of the search committee for a Stewardship Development Officer, reported that four applicants have been invited to be interviewed in July.

Mr. Leary, also Chairman of the Stewardship Committee, asked the Executive Council to accept or amend the Stewardship statement that had been formed April 16 by the Stewardship Committee. This statement was discussed, amended, and accepted with signatures of the Executive Council. This statement will be circulated throughout parishes of the Diocese for review. (See attached)

The Rev. George Muir, Chairman of the search committee for an Executive Director for Trinity, announced that Ms. Sue Painter has been offered the job of Executive Director at Trinity Center and has accepted the position. Ms. Painter will begin July 1, 1988. (Ms. Painter's resume is enclosed.)

Bishop Sanders informed Executive Council that The Rev. Ralph Kelly has accepted a call from Church of the Creator in Clinton, Mississippi; therefore, the Executive Council voted The Rev. Burton Whiteside to fill The Rev. Mr. Kelly's one year unexpired term.

Mrs. Nancy Broadwell, President of the Episcopal Churchwomen, reported there were 465 reservations for the 100th Anniversary at St. Peter's

Episcopal Church in Washington. Retired Presiding Bishop, John Allin, will be preaching. Mrs. Broadwell and the 100th Anniversary Committee were pleased with such a large response.

The Rev. P. J. Woodall, Chairman of Christian Social Ministries, announced that each parish in the Diocese will be receiving a questionnaire to complete to let Christian Social Ministries know what ministries are taking place in their own parish. The Rev. Mr. Woodall and the committee's goal is that within 5 years every person in East Carolina be involved in Christian Ministries on a personal level.

The Rev. P. J. Woodall also announced that classes have begun in Newton Grove for migrant families which include sewing, driver's education, and foreign languages. Hours will be increased for the deacons who are assisting Amy Trester. Land has been found directly across from the Health Center to build a permanent facility. Funds of $150,000 were obtained from the Jessee Bald DuPont Foundation.

Ms. Carol Taylor, Youth Coordinator for the Diocese, reported that "New Beginnings" was a success and due to the overflow of youth, two sessions will be held next year. The theme for the fall retreat is "Living in the Light". The theme for the Youth Convention will be "Living in the Light and Sharing in the Light". A youth survey will be mailed throughout the Diocese to see what programs exist and to determine the program for next year.

Ms. Taylor reported there are 421 campers enrolled in Camp Trinity (213 females and 178 males). There are 14 on waiting lists. There are 30 people registered for Trinity Family Camp and 45 people for the Handicap Camp.

Bishop Sanders informed the Executive Council that the Art Committee chaired by Mrs. Evelyn Ross has asked Ann Joyner, a weaver, to propose a tapestry to go over the mantle in the reception area of the Diocesan House. The Executive Council discussed the proposal and then agreed to purchase the tapestry with budgeted Graham Capital Funds.

The Rev. Phil Craig announced that the Diocesan Convention will be held February 2-4, 1989 in Kinston. Host parishes will be St. Mary's and Holy Innocents in Kinston.

Bishop Sanders asked the Executive Council to read the report from the Department of Mission, which was enclosed in their packets, so that it could be voted on. The report which concerned the sale of St. Mark's Episcopal Church in Fayetteville, was adopted and seconded. (See attached)

The Rev. A. C. Marble, Jr. reported for the Department of Mission concerning the Cape Fear and New Bern Area Studies. On June 28 there will be a follow-up meeting of the Cape Fear group to begin the implementation of their recommendations. The New Bern Area Study group will meet September 9 and 10 to begin their process.

Bishop Sanders informed the Executive Council of a meeting on June 20 at 10:00 a.m. concerning pledges for "Our Shared Vision" have not been received. Hopefully, some of this money will be collected to decrease

the debt on Trinity Center.

Mr. Harold Lewis from the National Church who is responsible for Black Ministries will be in the Diocese June 16-18 visiting black congregations. Mrs. Barbara Harris will be in Edenton October 15-22 to impact that area with other Black Episcopalians.

A Clergy Conference will be held September 19 and 20 at Trinity Center.

Future meetings are as follows:

August 28-29 Overnight at Trinity Center
September 16 at 10:00 a.m. at the Diocesan House
December 2 at 10:00 a.m. at the Diocesan House
January 13 at 10:00 a.m at the Diocesan House

Executive Council Minutes
Friday, September 16, 1988
Diocesan House, Kinston

The Executive Council of the Diocese of East Carolina met on Friday, September 16, 1988 at 9:30 a.m. at the Diocesan House in Kinston. The following were present: The Rt. Rev. B. Sidney Sanders, The Rev. A. C. Marble, Jr., The Rev. Lucy Talbott, The Rev. George Muir, The Rev. Mid Wootten, The Rev. Ed Sharp, The Rev. Chris Mason, Mrs. Billie Craft, Mrs. Ruth Woodley, Mrs. Ginny Shew, Mr. Robert Van Veld, The Rev. Phil Craig, The Rev. Don Porcher, Mrs. Mercedes Newsome, and Mr. Don Hickman. Also present were Jane Wynne and Lynn Brown.

Coffee and doughnuts were served at 9:30 a.m.

At 10:00 there was a Celebration of the Holy Eucharist.

The minutes of the previous meeting were accepted.

The treasurer's report was presented by Jane Wynne and it was approved as submitted.

Bishop Sanders began by speaking about the "Needs and Opportunities" for the diocese in 1989. Bishop Sanders announced that an additional $250,000 was needed for the 1989 budget. This amount includes a decrease of support from the Foundation Income, an increase in the National Church Pledge, Mission Development, Diocesan Staff Additions, Increased Maintenance of Diocesan House and Normal Budget Appreciation.

Bishop Sanders reported that a balance of $143,638.69 is owed on Trinity Center. At least $28,000 has been promised within the next six months. In August, a balloon note on the Hinton money was paid, making available $109,324.52. This money was given to the diocese by Josephine Hinton in 1978. The money is available for religious, charitable, and educational purposes. The Trustees of the Diocese, Mr. Waverly Broadwell, Mr. Hodges Hackney, and The Rt. Rev. Sidney Sanders have recommended that this money be used to help retire the debt at Wachovia Bank. The Rev. Phil Craig moved acceptance of the proposal. Mr. Robert Van Veld seconded the motion. All were in favor. The Rev. George Muir suggested a plaque be made and hung at Trinity Center in honor of the Hintons.

Bishop Sanders informed the Executive Council that Mr. Glenn Richards, Stewardship Development Officer, will begin work on October 1, 1988. Around the first of the year, hopefully, Mr. Richards will undertake a feasibility study for a capital funds drive in 1990. Mr. Richards will be available to parishes for stewardship education, planned giving and will help plan Every Member Canvasses and Capital Funds Drives.

Mr. Robert Van Veld, Chairman of the Convention Committee, announced that the 1989 Convention will be held at the Hilton in Greenville on February 2-4, 1989. This decision was made after St. Mary's learned that the facility for Convention was no longer available.

Ms. Carol Taylor, Youth Coordinator for the Diocese, reported for Camp Trinity. A total of 423 campers participated throughout the summer. Scholarships of around $8,000 were given. An increase of campers attended the Handicapp Camp with a total of 45 campers. The Diocesan Fall Youth Event will be held at Trinity Center on September 30 - October 1 with the theme "Living in the Light ... Ourselves".

The Rev. Chris Mason announced that the five Carolina Dioceses have formed a youth network called the "Carolina Connection" to develop a conference for youth advisors. The Conference is entitled "Spirituality in Youth Ministry" to be held at Trinity. The Rev. Mr. Mason will be the keynoter. The Executive Council was also reminded that Youth representatives can be elected by a parish and will have seat and voice at Convention.

Mr. Don Hickman, member of Executive Council and Chairman of the Clergy Salary Study Committee presented the committee's Interim Report. There was discussion and recommendations concerning annual reviews, compensation, longevity and experience. Mr. Hickman took the recommendations back to his committee.

Bishop Sanders reviewed the dynamics of the Diocesan House with Executive Council. The appearance of the outside of the building has been a problem. The stain did not take and mildew has appeared. Negotiations between the diocese, the architect, and the contractor are now in process. One major concern is the cost and who will bear the cost of having the building cleaned and re-stained.

The Rev. A. C. Marble, Jr. discussed and read some of the answers on the questionnaires that were distributed after the Executive Council Overnight. After much discussion, the following was decided:

1) Meeting Schedule - a meeting in October, December, January and May at the Diocesan House from 9:30-3:30. Have 2 overnights a year, meeting from Thursday evening to Friday afternoon.

2) To be briefed before coming to the meeting. Agenda and information on items to be discussed should be mailed out the week before the meeting.

3) Program persons will be invited to report and then leave.

4) Employ Ted McEachern as a consultant to look at the structure of the diocese and diocesan staff.

Bishop Sanders also spoke of how the staff has expanded beyond the Diocesan House's capability. Mr. Glenn Richards has his office across the street in his apartment. Expansion of the Diocesan House will need to be a consideration in the upcoming capital funds drive.

The next meeting of the Executive Council is December 2.

There being no further business, the meeting was adjourned.

Executive Council Minutes
Friday, December 2, 1988
Diocesan House, Kinston

The Executive Council of the Diocese of East Carolina met on Friday, December 2, 1988, at 9:30am at the Diocesan House in Kinston. The following were present: The Rt. Rev. B. Sidney Sanders, The Rev. A. C. Marble, Jr., The Rev. Burton Whiteside, Mr. Charles Horne, Mrs. Ruth Woodley, The Rev. Chris Mason, Mrs. Mary Gornto, Mrs. Nancy Broadwell, Dr. Robert Van Veld, The Rev. Edward Sharp, Mr. William S. Page, Sr., Mrs. Ginny Shew, Mr. Don Hickman, The Rev. Middleton Wootten, Mrs. Mercedes Newsome, Mrs. Billie Craft, The Rev. Phillip Craig, The Rev. Don Porcher and Mr. Clarence Leary, Jr. Also present were Jane Wynne and Lynn Brown.

Coffee and doughnuts were served at 9:30am.

At 10:00am there was a Celebration of the Holy Eucharist.

The minutes of the previous meeting were accepted after an addition of Nancy Broadwell's name under those present.

The treasurer's report was presented by Mr. William Page and it was approved as submitted.

Bishop Sanders referred to the Foundation Income Budget item of $105,000. Bishop Sanders suggested that $5,000 more of the Foundation money be put aside for the Stewardship Development Office. In two years, the $30,000 National Church grant will end; therefore, the diocese may want to take advantage of the $5,000 available this year. Mr. Clarence Leary moved that $5,000 be put aside for the Stewardship Development Office to help fund the office in the future when the diocese will be responsible for full funding. This was seconded and passed. Any balance left over would be put in the Creative Christian Stewardship account to be carried over for 1989.

Bishop Sanders updated the Executive Council on The Rev. Barbara Harris, who was nominated Suffragan Bishop of the Diocese of Massachusetts. Bishop Sanders and The Rev. A. C. Marble, Jr. expressed what a privilege it was to have her visit the diocese recently and conduct a preaching mission in Edenton, N.C. The Standing Committee of the Diocese of East Carolina voted in favor of her nomination. The Rev. Mrs. Harris is scheduled for another visit in the diocese this spring.

The Rev. Judson Mayfield, Chairman of Shepherd's Staff, introduced the Belhaven Retirement Village to the Executive Council. It is anticipated that over one million dollars will be released in May for this project. The option on the property, however, ends in December. It is hoped that the option will be extended. Forty one and two bedroom units will be built. These units will be available to the elderly and handicapped. A caretaker and non-resident manager will be hired to provide transportation and meals, if required. Another development which may take place is the conversion of an old school in the area into co-op apartments.

The Rev. Burton Whiteside, coordinator of Good Shepherd House in Wilmington, updated the Executive Council. A dedication service is scheduled for January 6 at 12:00pm. Bishop Sanders will be on hand to officially open the facility. The facility will help the homeless have a place to receive mail, wash clothes, shower and receive training and guidance during the day.

The Rev. A. C. Marble, Jr. explained to the Executive Council that a building and the property it is on was given to Christ Church, Hope Mills by Mr. John T. Henley. This property is adjacent to Christ Church. Eventually, the existing structure will probably be removed as it is not suitable for further use. The Department of Mission and the Planning, Design and Construction Committee are helping Christ Church in their decision of how best to utilize this gift.

The Rev. A. C. Marble, Jr. updated the council on new priests. The Rev. Gary Fulton is in charge of Bath, Belhaven, Lake Landing, Fairfield, Swan Quarter and Sladesville. The Rev. Webster Simons has returned part-time to Edenton for an early retirement and is responsible for Creswell, Columbia and Roper. A newer addition is the Rev. Kathleen Awbry who is in charge of Edenton, Gatesville and Sunbury.

Bishop Sanders informed the council that the diocese has received an offer for the organ at St. Mark's, Fayetteville, It was moved and seconded that the organ be sold. All were in favor. At this time, St. Marks' building is being used by a Methodist congregation.

The Rev. Chris Mason, Chairman of the Youth Committee, reported on their goals for 1989. Based on a survey of the diocese, there is a real need for Leadership Training for Youth Advisors, Resources and Communication on the Convocational level. Also, The Rev. Mr. Mason recommends the Youth Commission target parishes where there is no youth program and train leaders. A lay person in the diocese has been identified to help with this. The Youth would like to contribute to the diocesan goal of Black Ministries by recruiting black youth and youth advisors. Province IV events are coming up along with a Youth Day at Trinity Center to complete the chapel at Sanders' Point. Happening and New Beginnings continue. It is hoped that $1,000 will be available in the new budget to train and recruit minorities.

Mr. Glenn Richards, Stewardship Development Officer, discussed briefly several modes of giving. He has attended four area meetings in the diocese and made presentations to the clergy on Stewardship and Planned Giving. Mr. Richards invited the members of the council to contact him for further information.

Mr. Robert VanVeld, Chairman of the Convention Committee, announced the theme for the 1989 Convention, which is "Send Us Out To Do The Work You Have Given us To Do". The Convention will take place at the Hilton in Greenville, N.C. again on February 2-4, 1989. The Friday evening agenda will be changed to a dinner buffet with a disc jockey and a dance floor available. Hopefully, there will be more time for fellowship than in the past.

Bishop Sanders expressed a concern for the outside appearance of the Diocesan House. Bishop Sanders and Mr. Waverly Broadwell have been meeting and Mr. Broadwell anticipates that the wrong kind of nails were used in the building the Diocesan House. Twelve nails will be extracted and mailed off to be analyzed.

Mr. Don Hickman, Chairman of the Clergy Salary Study Committee, and the Rev. Phillip Craig, a member of the Committee, distributed copies of a report recommending a 4.4% increase for clergy salaries (reflecting the cost of living). Mr. Clarence Leary moved that this motion be amended to read an increase of 4.5%. The Rev. Don Porcher seconded the motion. Section G was struck from the report. After several changes the document was accepted.

It was decided to strike the office of Bishop from the study on clergy salaries. This salary will be studied when Diocesan Staff salaries are reviewed.

A discussion followed concerning reimbursement for Medigap for retired clergy. Mr. Don Hickman reported that the commission recommended clergy canonically resident be given an allowance for Medigap for 1989 up to a maximum of $400. The commission will review this annually and make recommendations to Executive Council. Clergy must be canonically resident at retirement. The benefit would be reduced by 10% for each year less than ten years. The proposal was approved by the Council.

There will be a Christian Education Conference June 21-24, 1989 at Trinity Center with the Rev. Dr. Howard Hanchey, author of "Organizing a Parish for Christian Education". He is also a Professor at Virginia Theological Seminary. On June 20-23, 1990 Dr. Howard Williams, the new Director of Children's Ministries at the National Church Center, will be at Trinity Center. Also, on February 11, there will be four area Quiet Days.

The Rev. A. C. Marble, Jr. reported the Area Studies were going well and the process has basically been completed for the New Bern Area. On January 14, the reports will be made and recommendations given. The Central Area has just begun the process and should be completed by May of 1989.

The Rev. Middleton Wootten presented a Stewardship Resolution and copies were distributed. It was decided that the Rev. Mr. Wootten, Mr. Leary, and Mr. Richards would revise this and present the resolution at the next meeting.

The Rev. Michael McEwen, Chairman of the Communications Committee, informed the Executive Council of a change in Cross Current. Cross Current will be a joint mailing with the Episcopalian. The Rev. Mr. McEwen has requested an updated mailing list from each parish.

Mrs. Nancy Broadwell announced that United Thank Offering applications are available at the Diocesan Office and should be sent in by January 31, 1989.

The Rev. Ashley Hunt has accepted a call to St. Thomas, Windsor.

Newly ordained as deacons are Mrs. Gloria Price of St. Stephen's, Goldsboro and Mr. Michael Ligon of St. Paul's, Wilmington.

The Rev. Michael McEwen has been ordained priest and is serving as Assistant at St. John's, Fayetteville.

The Rev. John Price of St. Timothy's, Greenville has accepted a call to Annapolis, Maryland.

There are four church vacancies in the Wilmington area: St. Andrew's, St. Paul's, St. John's and Holy Trinity, Hampstead.

The next meeting of the Executive Council is January 13, 1989. Also, there is an overnight scheduled for March 2-3, 1989 at Trinity Center.

There being no further business, the meeting was adjourned.

EXECUTIVE COUNCIL MINUTES
FRIDAY, JANUARY 13, 1989
DIOCESAN HOUSE, KINSTON

The Executive Council of the Diocese of East Carolina met on Friday, January 13, 1989 at 9:30 a.m. at the Diocesan House in Kinston. The following were present: The Rt. Rev. B. Sidney Sanders, The Rev. A. C. Marble, Jr., Mr. Don Hickman, Dr. Robert Van Veld, The Rev. Phillip Craig, Mrs. Ginny Shew, Mrs. Mercedes Newsome, The Rev. Mid Wootten, Mr. Charles Horne, Mrs. Nancy Broadwell, Mrs. Billie Craft, The Rev. Lucy Talbott, Mrs. Ruth Woodley, Mr. William Page, The Rev. Edward Sharp, and The Rev. Burton Whiteside. Also present were Mr. Glenn Richards, Jane Wynne, and Lynn Brown.

Coffee and doughnuts were served at 9:30 a.m.

At 10:00 a.m. there was a Celebration of the Holy Eucharist.

The minutes were approved as submitted by Mr. Charles Horne and the motion was seconded by Mrs. Mercedes Newsome.

The treasurer's report was accepted as submitted.

Bishop Sanders referred to the 1988 paid pledges followed by 1989 pledges. To date all pledges from 1988 have not been collected. There were also a few outstanding pledge cards for 1989.

Bishop Sanders announced that Mr. William Page, Treasurer, will be resigning as of Convention. Mr. Page faithfully served the Diocese as Treasurer for nine years.

Mr. Page reviewed the 1989 Proposed Budget and the work of the Finance Committee. Bishop Sanders informed the Executive Council a 4.5% increase in staff salaries was included in the figures for the 1989 Proposed Budget.

Dr. Robert Van Veld recommended the word "Renewal" be added after the words Department of Evangelism in the Budget.

Bishop Sanders decided that the Executive Council should take time to study the Budget and after lunch refer back and ask questions.

The Rev. Chris Mason, Chairman of the Youth Committee, reported the EYC Convention will be held in Edenton at St. Paul's Church with 150-175 youth and adults expected.

There will be 12 Youth Representatives attending the Diocesan Convention. The Rev. Chris Mason expressed his concern of liability for the youth. Executive Council adopted guidelines for the Youth Representatives that the Rev. Mr. Mason and Ms. Carol Taylor had worked on previously. See attached. Also, the Rev. Phillip Craig moved that the youth representatives would be responsible to their home parish delegation except for specific times when they were in the designated Youth Room or in Youth activities. This was seconded and passed.

Mr. Glenn Richards, Stewardship Development Officer, distributed handouts concerning wills. A booth will be available at Convention with brochures and Mr. Richards will be free to answer any questions. Mr. Richards has been invited to speak to the Episcopal Church Women on their United Thank Offering 100th Birthday Celebration.

Mrs. Nancy Broadwell, President of the Episcopal Church Women, announced that she will be attending a United Thank Offering Conference in Texas as the Province IV representative for United Thank Offering. During the opening service of Convention, there will be a celebration of the 100th Birthday of the United Thank Offering. She also reminded the Bishop of the need to use the $1,500 seed money offered by United Thank Offering in 1989. Mrs. Broadwell informed the Council that Marcia Bennett and Tricia Phillips have been trained as "women of vision". They will help identify skills and ministry in our diocese.

Dr. Robert Van Veld, Chairman of the Convention Committee, informed the Executive Council that Convention was only three weeks away. Dr. Van Veld asked that interested churches may request hosting Convention for 1990.

Bishop Sanders opened the floor for discussion of the 1989 Proposed Budget. It was moved that the $1,000 received in additional money be used for the new request of the Arts Committee. This was passed. After discussion, Dr. Robert Van Veld moved the adoption of the budget. This was seconded and passed.

Bishop Sanders dedicated Good Shepherd House in Wilmington on Friday, January 6, at 12:00 p.m. followed by Eucharist at Church of the Good Shepherd. Approximately 350 were in attendance. Bishop Sanders announced that the Rev. Jud Mayfield and Shepherd's Staff will hopefully receive $3,000,000 from HUD soon for construction of apartments for the elderly in Belhaven.

Bishop Sanders informed Executive Council of a bequest of $63,000 from the Mary Ward Merritt Estate to the Bishop Darst Memorial Fund. It seems that this fund has not been active for many years. A decision will be made at the overnight to determine how to proceed with the money.

Bishop Sanders opened the discussion of the guideline of the Creative Christian Stewardship Grants. Bishop Sanders expressed a concern that seed money seems to be no problem; although continuing funds or aid seem almost impossible for many programs. The Council decided to deal with the possibility of changing the philosophy of the grant making decision at the overnight in March.

The Rev. A. C. Marble, Jr., announced the area studies were going well with the assistance of the Rev. Ted McEachern of ACTS from Tennessee. To this date, 30 congregations have been analyzed, excluding the work in the Coalition. A second analysis will be carried out on the Coalition in the future. The New Bern Area is finishing up their process while the Central Area is just beginning theirs.

Mrs. Ginny Shew announced that a Liturgical Conference on Inclusive

Language with the Rev. Joe Russell will be held at St. Mary's in Kinston on January 14. Forty people have registered.

Mrs. Shew also announced that there will be a Choral Workshop on January 28 at Church of the Servant in Wilmington. Part of the conference will focus on the music to be used at Convention.

The Rev. Phillip Craig had excellent words of appreciation from the Executive Council for Mr. William S. Page, Sr. for his years of dedication as Treasurer for the Diocese.

Bishop Sanders thanked the following members of Executive Council whose term was to expire in January, 1989: Dr. Stanleigh Jenkins, The Rev. Edward Sharp, The Rev. Burton Whiteside, Mrs. Ginny Shew, Mr. David Sparrow, and Mrs. Ruth Woodley.

The next meeting of the Executive Council is an overnight March 30 and 31 at Trinity Center. The meeting following is May 26 at 9:30 a.m. in Kinston at the Diocesan House.

There being no further business, the meeting was adjourned.

1989
Directory of Churches

Church	Minister	Senior Warden	Junior Warden	Clerk	Treasurer
Columbia St. Andrew's	The Rev. Web Simons 207 W. Queen Street Edenton, NC 27932	J. Laughinghouse Rt. 2, Box 37 Columbia, 27925	Terry Everett P.O. Box 253 Columbia, NC 27925	Ruth Woodley P.O. Box 54 Columbia, NC 27925	Janet Walker P.O. Box 171 Columbia, NC 27925
Creswell Christ	The Rev. Web Simons 207 W. Queen Street Edenton, NC 27932	Syble Spruill P.O. Box 277 Creswell, 27938		Janie Woodley P.O. Box 128 Creswell, NC 27928	William Peal Creswell, NC 27928
Creswell Galilee Mission	The Rev. Web Simons 207 W. Queen Street Edenton, NC 27932	Robert Spear Rt. 1, Box 339 Creswell 27928	Zeffie Spruill Route 1 Craswell 27928	Hattie Spear Rt. 1, Box 339 Creswell, NC 27928	Bonnie Ambrose Rt. 1, Box 334 Creswell, NC 27928
Edenton St. John's the Evangelist	The Rev. Kathleen Awbrey 103 Blount Street Edenton, NC 27932	J. H. Horton P.O. Box 466 Edenton 27932	Emily M. Nixon 119 E. Albemarle Edenton, NC 27932	Carolyn Dillard P.O. Box 203 Edenton, NC 27932	JoAnn Roulac P.O. Box 243 Edenton, NC 27932
Edenton St. Paul's	The Rev. John Gibson P.O. Box 548 Edenton, NC 27932	Frances Inglis 101 Colonial Sq. Edenton, 27932	J. H. Conger, Jr. 109 W. Gale St. Edenton, NC 27932	Opal Kehayes 113 Pembroke Circle Edenton, NC 27932	Ollin Sykes 202 E. King St. Edenton, NC 27932
Elizabeth City Christ	The Rev. Josh MacKenzie 200 S. McMorrine St. Elizabeth City 27909	Harriett Hornthal 1915 Rivershore Elizabeth City	Charles Robinson 34 Bayshore Drive Elizabeth City 27909	Patty Duff 1609 Parkview Drive Elizabeth City 27909	Mary Foytik Rt. 2, Box 30-A Shiloh, NC 27974
Elizabethtown St. Christ- ophter's	The Rev. Porter Cox Box 1841 Wilmington, NC 28403	James Bradley P.O. Box 1896 Elizabethtown	Larry Hathcock Rt. 1, Box 100H Elizabethtown 28337	Betsy Cole P.O. Box 1776 Elizabethtown 28337	Irene Hathcock Rt. 1, Box 100H Elizabethtown 28337
Fairfield All Saints	The Rev. Gary Fulton P.O. Box 257 Bath, NC 27808	Mary Armstrong P.O. Box 32 Fairfield, 27826			Mary Sears P.O. Box 43 Fairfield, NC
Farmville Emmanuel	The Rev. William Hadden 108 Walnut Street Farmville, NC 27828	Joe Kue Circle Drive Farmville, 27828	Joe Kue Circle Drive Farmville, NC 27828	Glenn Price 402 S. Pitt Farmville, NC 27828	Ruth Ryon Hwy. 258N Farmville

Church	Minister	Senior Warden	Junior Warden	Clerk	Treasurer
Fayetteville Good Shepherd	The Rev. Billy Hemingway Rt. 3, Box 451-A Fayetteville, NC 28306	Pete Cooper 1212 Cullen Dr. Fayetteville	Charles White 5755 Trevino Hope Mills 28348	John McCaskill 1919 Sloan Ave. Fayetteville, 28301	Jerri Cooper 1212 Cullen Dr. Fayetteville, 28304
Fayetteville Holy Trinity	The Rev. James R. Boyd 1601 Raeford Road Fayetteville, NC 28305	Marie Parker 1427 Raeford Rd. Fayetteville	Harry Schob 404 Rush Road Fayetteville, 28305	Howard Loughlin 1411 Maywood Drive Fayetteville, 28305	Bill Smith 1914 Merrimac Drive Fayetteville, 28304
Fayetteville St. John's	The Rev. David Chamberlain P.O. Box 722 Fayetteville, NC 28302	William Powell 2021 Raeford Rd. Fayetteville	Charles vonRosenberg 113 Magnolia Avenue Fayetteville, 28303	Patricia Schaefer 408 Wayberry Drive Fayetteville, 28303	William Thomas 121 Magnolia Avenue Fayetteville, 28305
Fayetteville St. Joseph's	The Rev. Ivan O. Sears P.O. Box 694 Fayetteville, NC 28301	Gwendolyn Hodges Route 3, Box 106 Fayetteville	Hugh Murchison 809 Minurva Court Fayetteville, 28301	Shirley Brooks 350 Lynhurst Drive Fayetteville, 28304	Mae Butler P.O. Box 1723 Fayetteville 28302
Fayetteville St. Mark's	The Rev. Frank W. King 6201 Milford Road Fayetteville, NC 28303	Connie Baker 6439 Freeport Fayetteville	Chuck Faulkner 2226 Rolling Hills Fayetteville, 28304	Pam Canham 2062-A Rogers Fayetteville, 28303	Alan Pendleton 1851 Strathmore Fayetteville, 28304
Fayetteville St. Paul's	The Rev. Lucy Talbott 1705 St. Augustine Ave. Fayetteville, 28304	Barbara Brooks 2608 Huntington Fayetteville	Dana Frawley-Lee 1020-B Hickory Fayetteville, 28303	Marlen Mori 219 Ellison St. Hope Mills 28348	Brooke Larsen 2401 Ft. Bragg Fayetteville 28303
Gatesville St. Mary's	The Rev. Kathleen Awbrey 103 Blount Street Edenton, NC 27932	Willis T. Taylor P.O. Box 452 Gatesville, 27938			Penelope Walker Gatesville, 27938
Goldsboro St. Andrew's	The Rev. Joseph Banks 306 West Spruce St. Goldsboro, NC 27530	William Siler 505 Hamilton Goldsboro, 27530	Gloria Lawson 105 Scott Circle Goldsbro, NC 27530	Neal Stitt 400 Bunch Drive Goldsboro, NC 27530	Ruby Siler 505 Hamilton Drive Goldsboro, 27530
Goldsboro St. Francis	The Rev. Ed Dunlap P.O. Box 591 Goldsboro, NC 27530	Dave Meador Rt. 1, Box 292 Pikeville, 27863	Cecil Register Rt. 1, Box 459-B Dudley, NC 28333	Liz Meador Rt. 1, Box 292 Pikeville 27863	Peggy Lewis 500-F N. Hillcrest Goldsboro, NC 27530
Goldsboro St. Stephen's	The Rev. Chris Mason P.O. Box 984 Goldsboro, NC 27530	Lillian Bland 1700 E. Walnut Goldsboro, NC	Pete Mitchell 705 Lakeshore Drive Goldsboro, NC 27530	John Hine 2507 Peachtree St. Goldsboro, NC 27530	A. T. Griffin P.O. Box 1320 Goldsboro, NC 27530

Church	Minister	Senior Warden	Junior Warden	Clerk	Treasurer
Greenville St. Paul's	The Rev. Pat Houston P.O. Box 1924 Greenville, NC 27834	Jim Latane 203 Templeton Dr. Greenville, NC	David Womack 105 Jamestown Rd. Greenville, NC 27858	Victoria Lineback Glenwood Apt. 26 Greenville, NC 27834	Jim Parsley 210 Quail Hollow Rd. Greenville, 27834
Greenville St. Timothy's	The Rev. John R. Price 107 Louis Street Greenville, NC 27834	Norma Van Veld 100 Pineview Dr. Greenville, NC	Powell Bland 110 Regalwood Rd. Greenville, NC 27858	Tommy Tucker 543 Crestline Blvd. Grenville, 27858	Carl Wade 1103 W. Rock Spring Greenville, 27834
Grifton St. John's St. Mark's	The Rev. Ken Townsend P.O. Box 947 Grifton, NC 28530	Bruce Cannon 123 Brassie Dr. Grifton, 28530	J. W. Worthington Rt. 2, Box 340 Ayden, NC 28513	Joe Price P.O. Box 531 Grifton, NC 28530	Eugene Fleming P.O. Box 237 Grifton, NC 28530
Havelock St. Christo-pher's	The Rev. Henry Witten P.O. Box 626 Havelock, NC 28532	Robert Cole 114 Greenway Ct. Havelock, NC	Marty List One Indian Way Havelock, NC 28532	Denise Wheeler 3712 Butler Rd. New Bern, 28560	Robert Emerson 126A E. Sherwood Havelock, NC 28532
Hertford Holy Trinity	The Rev. Ben Wolverton P.O. Box 125 Hertford, NC 27944	William Nixon Rt. 4, Box 24 Hertford, NC	Kenneth Francis Route 3, Box 51 Hertford, NC 27944	Raymond Winslow, Jr. Edenton Rd. Hertford, NC 27944	Raymond Winslow, Jr. Edenton Rd. Hertford, NC 27944
Hope Mills Christ	The Rev. Frank W. King P.O. Box 336 Hope Mills, NC 28348	Richard Bickford P.O. Box 714 Fayetteville	Chuck Lipe 1802 Glenwick Drive Fayetteville, 28304	Linda Sumners 3217 Trogdan Drive Fayetteville, 28306	Jim Sumners 3217 Trogdan Drive Fayetteville, 28306
Jacksonville St. Anne's	The Rev. James C. Cooke P.O. Box 7001 Jacksonville, NC 28540	Robert Swindell 1514 Clifton Rd. Jacksonville	John Hislop 1310 Sioux Drive Jacksonville, 28540	Ruth Childers 109 Doria Avenue E Jacksonville, 28540	Vann Taylor 105 Janie Ave. Jacksonville, 28540
Kinston Holy Innocents	The Rev. Phillip Glick Rt. 4, Box 313 Kinston, NC 28501	George Bryan Rt. 1, Box 371 Seven Springs	Melvin Whitfield Rt. 4, Box 317 Kinston, NC 28501	Jean Rouse Rt. 4, Box 321 Kinston, NC 28501	Odell Taylor Rt. 4, Box 313 Seven Springs
Kinston St. Augustine's	The Rev. Marlon Poitier P.O. 2338 Kinston, NC 28501	Donald Pollock 109 N. McLewean Kinston, 28501	Calvin Dixon 308 Dupont Circle Kinston, NC 28501	Lucille Gibson P.O. Box 3016 Kinston, NC 28501	Margaret Dixon 308 Dupont Circle Kinston, NC 28501
Kinston St. Mary's	The Rev. Phillip Craig P.O. Box 1318 Kinston, NC 28501	P.C. Barwick 1602 Greenbriar Kinston, 28501	Paul Hines 2408 Hardee Drive Kinston, NC 28501	Jim Bardon 2111 N. Queen Kinston, NC 28501	Irvin Holland, Jr. 113 Circle Drive LaGrange, NC 28551

Church	Minister	Senior Warden	Junior Warden	Clerk	Treasurer
Lake Landing (Engelhard) St. George's	The Rev. Gary Fulton P.O. Box 257 Bath, NC 27808	June Liverman P.O. Box 218 Engelhard, 27824	Jimmie Spencer P.O. Box 67 Engelhard, NC 27824		Clair Spencer P.O. Box 67 Engelhard, NC 27824
Lumberton Trinity	The Rev. Russell Johnson P.O. Box 1638 Lumberton, NC 28358	Frank Averitt 25 Trinity Drive Lumberton, 28358	Marvin Vick 4306 N. Chestnut Lumberton, 28358	Joy Page 406 W. 23rd St. Lumberton, 28358	Bonnor Hudson 601 W. 31st St. Lumberton, 28358
Morehead City St. Andrew's	The Rev. C. King Cole 2005 Arendell St. Morehead City, NC 28557	Fred Odell 103 N. Tree Fern Morehead City	Howard Laws Rt. 3, Box 735-E Morehead City, 28557	Jean Stith 2512 Evans St. Morehead City, 28557	Betty Geiges Rt. 4, Box 273C Newport, NC 28570
Murfreesboro St. Barnabas		James Shotwell 508 Meherrin St. Murfreesboro, 27855			Acheson Harden P.O. Box 327 Murfreesboro, 27855
Nags Head St. Andrew's By-the-Sea	The Rev. Don Porcher P.O. Box 445 Nags Head, NC 27959	Haven Newton 121 Tall Pine Ln. Kitty Hawk 27949	Chris Bradshaw Rt. 1, Box 1445A Manteo, NC 27954	Helen vanLaer 39 Eagles Nest Lane Kitty Hawk, 27949	Connie Mebane P.O. Box 1396 Manteo, NC
New Bern Christ	The Rev. Edward Sharp P.O. Box 1246 New Bern, NC 28560	Kennedy McCotter 4518 W. Fairway New Bern, 28560	William Kafer 3412 Camelot Drive New Bern, NC 28560	Rozanne McCotter 600 Edgehill Rd. New Bern, NC 28560	Rozanne McCotter 600 Edgehill Rd. New Bern, NC 28560
New Bern St. Cyprian's	The Rev. Marlon Poitier P.O. Box 809 New Bern, NC 28560	Jasper Hayes 918 Elm Street New Bern 28560		Ruth H. Miller 1019 F. Street New Bern, NC 28560	O. T. Faison P.O. Box 728 New Bern, NC 28560
Northwest All Soul's	The Rev. Sidney S. Holt P.O. Box 296 Lake Waccamaw, 28450	Charles Carroll Rt. 2, Box 30A Riegelwood, NC	Robert Pasionek Rt. 2, Box 33A Leland 28451	Yvonne Hamilton Route 1, Box 222 Leland, NC 28451	Mary Pasionek Rt. 1, Box 27 Leland, NC 28451
Oriental St. Thomas	The Rev. George Abele P.O. Box 461 Oriental, NC 28571	William Sumner P. O. Box 431 Oriental, 28571	Max Turvey P.O. Box 632 Oriental, NC 28571	Dot Dunford 22 Teaches Cove Oriental, NC 28571	Lee McGall P.O. Box 732 Oriental, NC 28571

Church	Minister	Senior Warden	Junior Warden	Clerk	Treasurer
Plymouth Grace	The Rev. Fred Fordham 108 Madison Street Plymouth, NC 27962	Sammy Styons 305 E. Main Plymouth, 27962	Robert Saunders Rt. 3, Box 105-C Plymouth, NC 27962	Vernetta Norman 313 Jefferson St. Plymouth, NC 27962	Dana Outten Rt. 2, Box 94 Roper, NC 27970
Roper St. Luke- St. Anne's	The Rev. Web Simons 207 W. Queen Street Edenton, NC 27932	Muril B. Wallace P.O. Box 85 Roper, NC 27970	Doris Downing Roper, NC 27970	Linda Chesson Rt. 1, Box 302 Roper, NC 27970	Kathryn Wallace P.O. Box 85 Roper, NC 27970
Roxobel St. Mark's	P.O. Box 100 Roxobel, NC 27872	John E. Tyler P.O. Box 36 Roxobel, NC 27872		John C. Pegram P.O. Box 208 Roxobel, NC 27872	Thomas Norfleet P.O. Box 100 Roxobel, NC 27872
Shallotte St. James	The Rev. Reggie Bliss Rt. 1, Box 310 Shallotte, NC 28459	John Tandy 121 Shrimp Street Shallotte, NC	Edward Thomas Rt. 6, Box 1070 Shallotte 28459	Betty Buck 321 Lois St. Holden Beach, 28462	David Stansel Rt. 6, Box 29 Shallotte, NC 28459
Sladesville St. John's	The Rev. Gary Fulton P.O. Box 257 Bath, NC 27808	Forest Sears Rt. 1, Box 163 Scranton, 27875			Florence Williams Rt. 1, Box 105 Scranton, NC 27875
Southport St. Philip's	The Rev. Frank M. Ross P.O. Box 10476 Southport, NC 28461	William Boyd 113 Caswell Bch Soutport, 28461	Thomas P. Heller P.O. Box 816 Long Beech 28461	Kenneth Campbell 211 Stuart Avenue Southport, NC 28461	George Wesp 209 Stuart Ave. Southport, NC 28461
Sunbury St. Peter's	The Rev. Kethleen Awbrey 103 Blount Street Edenton, NC 27932	Donna Conner Rt. 1, Box 205 Corapeake, 27926		Blenche Hudgins P.O. Box 39 Sunbury, NC 27979	Joyce E. Brown Rt. 1, Box 36 Sunbury, NC 27979
Swan Quarter Calvary	The Rev. Gery Fulton P.O. Box 257 Bath, NC 27808	Hal Swindell Rt. 1, Box 157C Swan Quarter, 27885			Mary Lou Harris Rt. 1, Box 69H Fairfield, NC 27826

Church	Minister	Senior Warden	Junior Warden	Clerk	Treasurer
Swansboro St. Peter's	The Rev. John Hagood P.O. Box 337 Swansboro, NC 28584	William Ayers P.O.Box 454 Swansboro, 28584	H. R. Elliott Rt. 2, Box 45A Stella, NC 28582	Gloria Jones Rt. 1, Box 55 Hubert, NC 28539	Eileen Cumpston Box 73-B Swansboro, NC 28584
Thomas Ldg (Holly Ridge) St. Philip's	The Rev. John Armfield Rt. 2, Box 229 Holly Ridge, NC 28445	Tex Ritter Route 2, Box 254 Holly Ridge 28445	Bill Ward Route 2, Box 255 Holly Ridge 28445	Jean Hobbs Route 2, Box 229 Holly Ridge 28445	Jean Hobbs Route 2, Holly Ridge 28445
Trenton Grace	P.O. Box 219 Trenton, NC 28585	Ann W. Brock P.O. Box 219 Trenton, 28585	Marvin J. Wilson Route 2 Trenton, 28585	Frank Richardson P.O. Box 608 Trenton, NC 28585	Peggy DuVal 1380, Hwy. 58 Pollocksville
Vanceboro St. Paul's	The Rev. Ken Townsend P.O. Box 466 Vanceboro, NC 28586	Edwin Robinson P.O. Box 310 Vanceboro, NC	Bill Cleve P.O. Box 215 Vanceboro, 28586	Mavis Simpkins Route 3 Vanceboro, NC 28586.	Sarah Jones P.O. Box 511 Vanceboro, 28586
Washington St. Paul's	The Rev. Jud Mayfield Route 1, Box 84-A Bath, NC 27808	Eric Colloymore 1218 N. Washington Washington, 27889	N. W. Slade Robersonville 27871	Mrs. Jesse Dawkins Rt. 1, Box 153 Washington, 27889	Romina Mills Rt. 3, Box 168 Washington, NC 27889
Washington St. Peter's	The Rev. Bill Bradbury P.O. Box 985 Washington, NC 27889	Philip Sterling 217 Alderson Washington, NC	Dewey Walker 206 N. Dimock Washington, 27889	Sallie Scales 713 W. Main Street Washington, 27889	William Oden Route 5, Box 63 Washington, NC 27889
Washington Zion	The Rev. Jud Mayfield 407 E. Main Street Washington, NC 27889	Frances Douglas Rt. 4, Box 330 Washington, NC	Julian Cutler Rt. 1, Box 357 Washington, NC 27889	Nell Howell Rt. 2 Washington, NC 27889	Nell Howell Rt. 2 Washington, 27889
Whiteville Grace	The Rev. Robert Schriber 105 South Madison Street Whiteville, NC 28472	Steve Beck Wedgewood Drive Whiteville, NC	Michael Cooper Route 2, Box 262-B Whiteville, NC 28472	Gail Hickman 104 East Smith St. Whiteville, NC 28472	Connie Ghent 106 Canal St. Whiteville, NC 28472
Williamston Advent	The Rev. James R. Horton P.O. Box 463 Williamston, NC 27892	Sidney Christian 401 E. Vance St. Williamston	Al Chesson 412 Woodlawn Drive Williamston, 27892	Beverly Mills 203 Edgewood St. Williamston, NC 27892	John T. Boykin P.O. Box 506 Williamston, 27892
Wilmington Church of the Servant	The Rev. Joseph W. Cooper 4925 Oriole Drive Wilmington, NC 28403	Jack Poisson P.O. Box 1076 Wilmington 28402	Ann Hines 330 Mohican Trail Wilmington, NC 28403	Kathie Jorgensen 139 Green Forest Wilmington, NC 28403	Peg Wyche 342 Toulon Drive Wilmington, NC 28405

Church	Minister	Senior Warden	Junior Warden	Clerk	Treasurer
Wilmington Good Shepherd	The Rev. Ton Whiteside P.O. Box 3002 Wilmington, NC 28406	Bonnie Sibbett 508 Shuney Ln. Wilmington, NC	Charlotte Magee 2049 E. Lake Shore Wilmington, NC 28401	Julie Sealy P.O. Box 323 Leland, NC 28451	Bob Sibbett 508 Shuney Wilmington, 28403
Wilmington St. Andrew's On-The-Sound	The Rev. Blaney Pridgen 101 Airlie Road Wilmington, NC 28403	Louis Aiello Route 2, Box 337 Castle Hayne	Rich Carpenter 422 Wayne Orive Wilmington, NC 28403	Kitty Jamieson 2810 Willow St. Wilmington, NC 28405	Ed Donaldson 528A Midcreek Wilmigton
Wilmington St. James	The Rev. Robert D. Cook 25 South Third Street Wilmington, NC 28403	Robert Godley 2103 S. Churchill Wilmington, NC	Oouglas Donald 2207 Echo Lane Wilmington, NC 28403	Frank Gibson 212 Orange Street Wilmington, NC 28401	William N. Smith 1928 Brookhaven Rd. Wilmington, NC 28403
Wilmington St. John's	The Rev. Alfred Ourrance 1219 Forest Hills Orive Wilmington, NC 28403	Channing Oaniel 7 Oak Landing Rd. Wilmington, NC	Gordon Keifer 1602 Robert E. Lee Wilmington, NC 28403	Helen Kutrow 2037 Albert Circle Wilmington, NC 28403	William Wagner 4013 Peachtree Ave. Wilmington, NC 28403
Wilmington St. Mark's	The Rev. John Richards P.O. Box 453 Wilmington, NC 28401	Lewis Williams 509 N. 8th St. Wilmington, NC	Carl Grantham 113 Barclay Hills Or. Wilmington, NC 28405	Mildred Washington 1417 Queen Street Wilmington, NC 28401	Russell West 106 Brin Road Castle Hayne, 28429
Wilmington St. Paul's	The Rev. Richard Warner 16 N. Sixteenth St. Wilmington, NC 28401	Mrs. G. Hunt 2815 Cambridge Wilmington, NC	Fred Hammond 5315 Andover Road Wilmington, NC 28403	Carl Beckett Gaylord 2210 Chestnut St. Wilmington, NC 28405	Bessie F. Hunt 4003 Wilshire Blvd. Wilmington, NC 28403
Windsor St. Thomas	P. O. Orawer M Windsor, NC 27983	Holley Mack Bell 407 S. King St. Windsor, NC	Robert Capehart 103 W. Camden St. Windsor, NC 27983	Lloyd C. Smith 401 S. Queen St. Windsor, NC 27983	William Ramsay 214 S. King St. Windsor, NC 27983
Woodville (Lewiston) Grace	P.O. Box 429 Lewiston, NC 27849	T. W. Griffin P.O. Box 490 Lewiston, NC	Joseph W. Whitehead Route 1 Lewiston, NC 27849	C. B. Griffin, Jr. P.O. Box 429 Lewiston, NC 27849	C. B. Griffin, Jr. P.O. Box 429 Lewiston, NC 27849

Statistics

						BAPTISMS		CONFIRMATIONS			SERVICES OF HOLY COMMUNION							PUPILS	
	HOUSEHOLDS	PRIOR BAPTIZED MEMBERS	PRESENT BAPTIZED MEMBERS	PRIOR CONF COMMUNICANTS	PRESENT CONF COMMUNICANTS	CHILDREN	ADULTS	CHILDREN	ADULTS	RECEIVED	SUNDAYS	WEEKDAYS	PRIVATE	MARRIAGES	BURIALS	OTHER SERVICES	AV. ATTENDANCE 4 KEY SERVICES	CHURCH SCHOOL	DAY SCHOOL
1 Ahoskie, S Thomas	68	148	145	141	136	2	0	0	0	0	51	12	0	2	2	8	76	50	0
2 Aurora, Holy Cross	28	52	50	31	29	0	0	0	0	0	50	5	9	0	1	4	23	0	0
3 Bath, St Thomas	26	58	55	47	42	1	0	0	0	0	40	3	10	5	2	13	51	16	0
4 Beaufort, St Paul	262	463	477	389	399	8	0	2	1	1	88	55	8	3	9	178	241	149	166
5 Belhaven, SS James/Mat	20	52	37	41	27	0	0	0	0	0	32	0	0	0	1	20	28	0	0
6 Belhaven, St Mary	12	27	28	21	18	4	0	0	0	0	28	8	9	0	3	67	25	28	0
7 Burgaw, St Mary	48	82	69	68	53	4	0	0	2	0	45	2	28	1	1	10	37	8	0
8 Chocowinity, Trinity	49	99	101	80	82	3	0	0	3	0	0	0	0	0	0	0	0	22	0
9 Clinton, St Paul	51	109	118	71	79	1	1	0	0	0	86	39	6	1	4	62	72	62	0
10 Columbia, St Andrew	13	17	20	17	20	0	0	0	0	0	44	2	0	0	0	0	7	0	0
11 Creswell, Christ Church	11	14	14	7	7	0	0	0	0	0	11	3	1	1	0	11	8	18	0
12 Creswel, Galilee	5	8	8	8	8	0	0	0	0	0	10	0	0	0	0	15	9	20	0
13 Edenton, St John	21	48	31	48	32	0	0	0	1	0	22	4	0	1	1	0	26	11	0
14 Edenton, St Pauls	165	382	369	283	280	0	5	3	9	0	91	12	5	6	4	12	198	143	0
15 Elizabeth City, Christ	221	406	412	313	321	9	0	6	5	0	88	51	8	5	7	34	202	66	0
16 Elizabethtown, St Chris	25	71	74	53	51	3	0	0	0	0	51	6	3	0	0	14	30	32	14
17 Engelhard, St George	19	46	48	27	29	3	0	0	2	0	24	2	0	1	2	20	35	18	0
18 Fairfield, All Saint	4	9	8	8	0	0	0	0	0	0	10	2	0	0	0	0	11	0	0

* Indicates incomplete or obsolete data.

	HOUSEHOLDS	PRIOR BAPTIZED MEMBERS	PRESENT BAPTIZED MEMBERS	PRIOR CONF COMMUNICANTS	PRESENT CONF COMMUNICANTS	BAPTISMS CHILDREN	BAPTISMS ADULTS	CONFIRMATIONS CHILDREN	CONFIRMATIONS ADULTS	RECEIVED	SERVICES OF HOLY COMMUNION SUNDAYS	WEEKDAYS	PRIVATE	MARRIAGES	BURIALS	OTHER SERVICES	AV. ATTENDANCE 4 KEY SERVICES	PUPILS CHURCH SCHOOL	PUPILS DAY SCHOOL
19 Farmville, Emmanuel	37	74	76	61	62	1	0	1	0	0	35	3	14	1	0	15	34	18	0
20 Fayetteville, G Shephrd	27	72	34	48	39	0	1	0	5	0	3	1	12	1	6	26	31	12	0
21 Fayetteville, H Trinity	211	463	513	361	408	12	0	0	7	0	103	60	9	3	9	27	248	116	66
22 Fayetteville, S John	272	765	749	606	624	3	1	6	9	1	87	175	31	11	14	203	314	185	0
23 Fayetteville, S Joseph	74	121	111	105	94	4	0	2	1	0	42	44	21	1	2	5	74	10	0
24 Fayetteville, S Paul	99	279	285	116	118	5	1	0	11	1	67	34	0	1	1	11	108	91	0
* 25 Gatesville, S Mary	131	333	334	113	126	5	0	11	3	3	51	46	6	2	3	9	85	104	0
26 Goldsboro, S Andrew	19	36	36	36	36	0	0	0	0	0	23	4	22	0	0	25	36	6	0
27 Goldsboro, S Francis	72	225	225	147	152	2	0	2	5	0	49	48	13	2	2	8	97	62	0
28 Goldsboro, S Stephen	204	457	466	367	369	12	3	0	2	0	88	59	55	3	2	17	185	89	0
29 Greenville , S Paul	351	665	690	518	533	15	2	6	13	0	139	235	15	12	11	21	315	153	83
30 Greenville, S Timothy	151	426	462	263	274	14	2	8	8	0	35	76	10	65	88	0	0	186	88
31 Grifton, SS John & Mark	34	106	88	71	64	0	0	0	0	1	25	4	20	0	2	29	39	28	0
32 Hampstead, Holy Trinity	41	0	84	0	73	1	2	2	5	0	48	5	4	0	0	4	56	0	0
33 Havelock, St Christopher	74	219	216	167	170	11	0	8	4	1	0	0	0	0	0	0	0	19	0
34 Hertford, H Trinity	47	79	77	72	68	0	0	0	0	0	100	1	0	0	4	8	45	0	0
35 Hope Mills, Christ	71	130	148	88	91	2	1	0	5	0	46	15	5	1	2	86	71	50	0
36 Jacksonville, S Anne	294	893	910	346	347	20	6	0	7	3	103	31	27	5	9	28	233	92	124

* Indicates incomplete or obsolete data.

	HOUSEHOLDS	PRIOR BAPTIZED MEMBERS	PRESENT BAPTIZED MEMBERS	PRIOR CONF COMMUNICANTS	PRESENT CONF COMMUNICANTS	BAPTISMS CHILDREN	BAPTISMS ADULTS	CONFIRMATIONS CHILDREN	CONFIRMATIONS ADULTS	CONFIRMATIONS RECEIVED	SERVICES OF HOLY COMMUNION SUNDAYS	SERVICES OF HOLY COMMUNION WEEKDAYS	SERVICES OF HOLY COMMUNION PRIVATE	MARRIAGES	BURIALS	OTHER SERVICES	AV. ATTENDANCE 4 KEY SERVICES	PUPILS CHURCH SCHOOL	PUPILS DAY SCHOOL
37 Kinston, Holy Innocents	61	119	119	102	102	1	0	0	0	0	49	5	40	0	2	8	64	38	0
38 Kinston, S Augustine	36	51	59	48	55	0	0	0	0	0	36	4	18	2	1	18	33	0	0
39 Kinston, S Mary	555	704	685	602	577	6	0	0	0	0	103	92	150	10	5	271	254	159	110
40 Lumberton, Trinity	121	279	230	191	170	2	0	0	1	0	82	43	0	2	4	2	130	85	0
41 Morehead City, S Andrew	231	569	580	416	437	9	2	0	18	2	151	66	86	6	4	9	353	191	0
42 Nags Head, S Andrew	285	394	392	291	281	14	1	2	6	2	136	57	30	8	6	31	335	109	24
43 New Bern, Christ	497	1218	1251	983	880	13	0	18	19	1	84	68	9	6	10	107	482	170	0
44 New Bern, S Cyprian	38	77	64	54	57	0	0	0	2	1	47	14	38	0	0	21	44	22	0
45 Riegelwood, All Souls	23	40	41	30	31	1	0	0	1	0	32	2	0	0	1	15	39	18	0
46 Oriental, S Thomas	40	94	98	65	89	1	0	2	3	3	49	46	4	1	0	4	69	3	0
47 Plymouth, Grace	54	120	126	124	131	2	0	2	5	0	42	20	25	3	3	0	90	27	0
48 Roper, SS Luke & Anne	17	24	23	24	24	0	0	0	0	0	26	3	1	0	0	22	26	8	0
49 Roxobel, S Mark	12	26	23	19	17	0	0	0	0	0	11	1	0	0	0	0	7	0	0
50 Shallote, S James	57	108	118	65	90	2	0	0	0	0	31	1	0	0	1	25	49	0	43
51 Scranton, S John	7	13	13	5	5	0	0	0	0	0	20	1	0	1	0	23	7	0	0
52 S Philip, St Phillips	137	224	233	175	181	3	0	0	0	0	34	9	15	1	0	1	110	88	0
* 53 Sunbury, St Peter	10	26	26	13	13	0	0	0	0	0	26	3	0	0	0	0	13	9	0
54 Swan Quarter, Calvary	6	9	8	9	7	0	0	0	0	0	13	1	0	0	0	0	0	0	0

* Indicates incomplete or obsolete data.

	HOUSEHOLDS	PRIOR BAPTIZED MEMBERS	PRESENT BAPTIZED MEMBERS	PRIOR CONF COMMUNICAN	PRESENT CONF COMMUNICAN	CHILDREN	ADULTS	CHILDREN	ADULTS	RECEIVED	SUNDAYS	WEEKDAYS	PRIVATE	MARRIAGES	BURIALS	OTHER SERVICES	AV. ATTENDANCE 4 KEY SERVICES	CHURCH SCHOOL	DAY SCHOOL
55 Swansboro, S Peter	77	180	165	153	132	6	0	5	6	4	100	6	150	3	4	15	136	29	0
56 Thomas Landing, S Philip	27	38	46	40	10	3	1	2	1	0	22	3	0	1	0	33	35	15	0
57 Trenton, Grace	14	28	31	28	30	0	0	0	0	0	13	1	0	0	1	31	12	8	0
58 Vanceboro, S Paul	43	80	72	51	43	0	0	0	0	0	49	3	23	0	2	5	29	0	0
59 Washington, S Paul	36	49	53	49	52	1	0	0	0	0	39	6	10	0	0	57	32	25	0
60 Washington, S Peter	378	785	798	638	650	8	1	0	6	2	124	102	24	11	14	26	264	188	41
61 Washington, Zion	30	42	54	30	42	1	1	1	2	0	39	21	18	1	0	39	40	18	0
62 Whiteville, Grace Church	48	101	96	81	84	0	0	4	1	0	101	59	63	1	2	143	86	46	0
63 Williamston, Advent	83	177	159	144	140	0	0	3	2	0	31	43	2	1	9	33	75	42	0
64 Wilmington, S Andrew	252	530	502	456	436	7	4	0	18	1	105	65	60	18	4	27	250	119	0
65 Wilmington, Servant	92	166	181	110	128	13	1	2	14	0	45	12	20	0	2	18	148	91	0
66 Wilmington, Gd Shepherd	102	132	145	108	129	4	1	1	8	4	104	35	18	3	2	17	89	49	0
* 67 Wilmington, S James	596	1700	1711	1016	1017	19	0	5	4	0	77	72	7	18	15	28	440	293	78
68 Wilmington, S John	390	922	938	708	729	28	4	14	19	7	139	218	61	2	7	12	414	251	0
69 Wilmington, S Mark	182	280	275	276	276	0	1	3	4	0	0	0	0	0	0	0	0	51	0
70 Wilmington, S Paul	128	214	213	171	167	2	1	0	0	0	78	73	26	2	9	12	87	47	0
71 Windsor, S Thomas	73	185	186	145	145	1	0	0	0	0	32	28	13	0	3	5	75	68	0
72 Woodville, Grace	18	27	30	20	22	1	0	0	0	0	12	2	1	0	2	34	25	18	0
	8013	17165	17312	12578	12640	293	43	121	248	38	3897	2232	1263	235	305	2082	7386	4149	837

* Indicates incomplete or obsolete data.

	PLEDGES FOR NEXT YEAR		RECEIPTS			DISBURSEMENTS			CLERGY SALARIES (in $100)				PROPERTY	
	PLEDGING HOUSEHOLDS	AMOUNT PLEDGED	PLATE AND PLEDGE	$ PER HOUSEHOLD PER WEEK	TOTAL RECEIPTS	DIOCESE AND GEN. CHURCH	OTHER OUTSIDE	PARISH EXPENSES	TOTAL	RECTOR	OTHERS	NET DISPOSABLE BUDGET INCOME	PROPERTY VALUE	INSURANCE
1 Ahoskie, S Thomas	52	67500	58041	16.41	63384	11700	4607	29813	46120	50	36	63384	339800	339800
2 Aurora, Holy Cross	16	5904	13808	9.48	16627	1100	171	13185	14456	33	0	15087	234500	40100
3 Bath, St Thomas	0	0	42346	31.32	74610	5000	23877	26405	55282	0	0	44203	431700	431700
4 Beaufort, St Paul	166	112480	101337	7.44	107201	20476	3453	84641	108570	233	0	107201	744023	744023
5 Belhaven, SS James/Mat	12	14560	20472	19.68	25791	2000	2843	14242	19085	130	0	23486	180500	180500
6 Belhaven, St Mary	11	7050	7821	12.53	7821	700	750	6885	8335	0	0	7821	75000	35000
7 Burgaw, St Mary	15	15452	18990	7.61	19521	2136	1791	13468	17395	0	0	19032	180000	180000
8 Chocowinity, Trinity	12	12640	27139	10.65	34877	2714	2763	23103	34760	0	0	27139	350000	350000
9 Clinton, St Paul	41	37140	41915	15.81	62152	1350	617	44882	57357	185	0	43094	0	0
10 Columbia, St Andrew	0	0	7811	11.55	10262	1080	1164	5661	7905	0	0	8900	104100	104100
11 Creswell, Christ Church	0	0	5835	10.20	9577	700	5554	7232	13486	0	0	6508	0	0
12 Creswel, Galilee	0	0	2411	9.27	2425	250	0	2116	2786	0	0	2425	0	0
13 Edenton, St John	0	10672	10074	9.23	12544	1660	0	12124	13784	0	0	11318	0	0
14 Edenton, St Pauls	150	140000	143208	16.69	166482	29000	17453	148590	195043	260	0	166482	1265000	1265000
15 Elizabeth City, Christ	149	119513	123534	10.75	201988	21000	11175	172249	208663	258	0	151888	1128250	1128250
16 Elizabethtown, St Chris	14	30116	30544	23.50	39830	2200	1291	25317	29927	46	0	38539	206880	206880
17 Engelhard, St George	0	0	9442	9.56	27827	1780	345	13204	42879	66	0	19222	0	0
18 Fairfield, All Saint	4	2000	1371	6.59	1621	400	0	1221	1621	16	0	1621	0	0

	PLEDGES FOR NEXT YEAR		RECEIPTS			DISBURSEMENTS			CLERGY SALARIES (in $100)				PROPERTY	
	PLEDGING HOUSEHOLDS	AMOUNT PLEDGED	PLATE AND PLEDGE	$ PER HOUSEHOLD PER WEEK	TOTAL RECEIPTS	DIOCESE AND GEN. CHURCH	OTHER OUTSIDE	PARISH EXPENSES	TOTAL	RECTOR	OTHERS	NET DISPOSABLE BUDGET INCOME	PROPERTY VALUE	INSURANCE
19 Farmville, Emmanuel	21	0	16736	8.70	18161	900	335	12385	14124	63	160	16736	0	0
20 Fayetteville, G Shephrd	5	3576	11081	7.89	16171	600	1820	11264	14176	0	0	14560	164926	166685
21 Fayetteville, H Trinity	155	164075	157906	14.39	195125	30800	10857	125432	170180	275	0	170387	1038545	1038545
22 Fayetteville, S John	210	230380	225191	15.92	282829	50000	21774	223947	295721	486	228	270512	1857625	0
23 Fayetteville, S Joseph	45	55511	46271	12.02	67976	2500	1467	58495	62462	185	0	59913	866527	0
24 Fayetteville, S Paul	40	40090	45483	8.84	68668	3319	1538	54596	74864	196	0	50375	251800	251800
* 25 Gatesville, S Mary	47	37000	43575	6.40	57356	1464	719	54350	56533	180	0	50531	227996	227996
26 Goldsboro, S Andrew	15	11000	9894	10.01	11343	1300	948	7435	9683	15	7	11213	69637	0
27 Goldsboro, S Francis	50	79638	74278	19.84	83602	11572	5902	66005	94994	180	0	80306	244658	366000
28 Goldsboro, S Stephen	144	197610	183421	17.29	191736	34000	9145	150313	193458	262	0	187677	1366570	1589000
29 Greenville , S Paul	195	220208	245712	13.46	272841	43036	14536	209651	267223	283	220	248915	977100	977100
30 Greenville, S Timothy	103	110184	98320	12.52	124767	9581	860	92089	111192	0	0	98972	651914	651914
31 Grifton, SS John & Mark	0	9212	22586	12.77	27055	1900	240	23512	25652	0	0	23055	0	0
32 Hampstead, Holy Trinity	28	24732	23159	10.86	79647	1780	6486	5317	13583	0	0	24661	0	0
33 Havelock, St Christopher	56	44682	44857	11.66	51386	350	2477	48493	51320	247	0	49866	400000	0
34 Hertford, H Trinity	36	27000	26471	10.83	61213	2800	6998	49021	58819	203	0	38065	180000	166000
35 Hope Mills, Christ	38	50645	41427	11.22	62321	3792	9666	45990	59448	198	0	45792	264050	264050
36 Jacksonville, S Anne	226	175714	137232	8.98	146468	17500	2959	129145	149604	285	0	146468	936200	1016200

* Indicates incomplete or obsolete data.

	PLEDGES FOR NEXT YEAR		RECEIPTS				DISBURSEMENTS		CLERGY SALARIES (in $100)				PROPERTY	
	PLEDGING HOUSEHOLDS	AMOUNT PLEDGED	PLATE AND PLEDGE	$ PER HOUSEHOLD PER WEEK	TOTAL RECEIPTS	DIOCESE AND GEN. CHURCH	OTHER OUTSIDE	PARISH EXPENSES	TOTAL	RECTOR	OTHERS	NET DISPOSABLE BUDGET INCOME	PROPERTY VALUE	INSURANCE
37 Kinston, Holy Innocents	63	35096	33738	10.64	47929	3400	223	44329	50952	185	0	43023	0	0
38 Kinston, S Augustine	18	7266	16880	9.02	42981	1670	230	43228	45128	66	0	32716	120000	240000
39 Kinston, S Mary	207	232	231660	8.03	312358	45218	6363	235014	286595	413	0	275367	3735000	3042000
40 Lumberton, Trinity	79	90081	95668	15.20	109686	9000	1057	79226	89283	220	0	103675	625000	626300
41 Morehead City, S Andrew	177	205747	218000	18.15	299600	47800	56100	207000	321500	293	170	258600	1139100	1139100
42 Nags Head, S Andrew	176	124277	136173	9.19	161647	18000	10074	107818	137106	250	0	142133	635328	106800
43 New Bern, Christ	387	390412	352848	13.65	380626	70008	36328	260322	372658	426	163	366810	2750600	2475540
44 New Bern, S Cyprian	26	21000	20079	10.16	34285	3113	0	31095	34208	0	0	30285	1080800	1080800
45 Rieqelwood, All Souls	12	12976	13668	11.43	15128	1450	902	9827	12179	0	0	14770	0	0
46 Oriental, S Thomas	0	0	34500	16.59	37476	500	2322	24590	27412	0	0	37336	80000	106000
47 Plymouth, Grace	32	25218	34500	12.29	48107	2140	780	39199	49624	185	0	39735	325000	405000
48 Roper, SS Luke & Anne	14	8620	9488	10.73	17586	1200	1138	9117	17665	60	0	10679	0	0
49 Roxobel, S Mark	12	6245	5911	9.47	6675	375	314	2627	7251	62	0	6561	63700	57940
50 Shallote, S James	43	29425	20534	6.93	25769	900	2379	12384	16985	48	0	20868	181601	177623
51 Scranton, S John	0	0	2530	6.95	2530	200	0	2100	2300	16	0	2530	0	0
52 S Philip, St Phillips	72	60000	62736	8.81	89868	4401	1966	66795	73162	250	0	74443	226725	0
* 53 Sunbury, St Peter	10	7800	7156	13.76	12305	500	2131	9000	11631	0	0	10373	73200	0
54 Swan Quarter, Calvary	0	0	2158	6.92	2158	250	0	1909	2159	16	0	2158	0	0

* Indicates incomplete or obsolete data.

		For Next Year		Receipts			Disbursements			Salaries (in $100)				Property	
		Pledging Households	Amount Pledged	Plate and Pledge	$ per Household per Week	Total Receipts	Diocese and Gen. Church	Other Outside	Parish Expenses	Total	Rector	Others	Net Disposable Budget Income	Property Value	Insurance
	55 Swansboro, S Peter	64	40161	39971	9.98	50996	2000	2468	45649	53707	200	0	45866	226300	226300
	56 Thomas Landing, S Philip	0	0	8974	6.39	11193	660	3079	6798	10537	0	0	11193	132777	132777
	57 Trenton, Grace	12	3000	4987	6.85	6125	400	479	2673	3552	0	0	5796	129200	129200
	58 Vanceboro, S Paul	0	0	13125	5.87	17547	1004	85	12467	15556	85	0	17547	190229	190229
	59 Washington, S Paul	36	8808	10103	5.40	16387	700	710	12870	22518	42	0	14479	103700	103700
	60 Washington, S Peter	227	232817	197615	10.05	238942	39000	3759	178719	240535	220	0	229258	1680869	3032277
	61 Washington, Zion	22	15190	13208	8.47	22176	1200	1150	22650	28260	130	0	22176	350000	191696
	62 Whiteville, Grace Church	36	42418	53177	21.30	55848	4829	721	48577	54127	190	0	55848	500000	481000
	63 Williamston, Advent	64	86735	80842	18.73	94389	14475	2895	65050	90550	294	0	82532	1340600	1206540
	64 Wilmington, S Andrew	92	98424	145895	11.13	179463	20624	3066	65869	118992	240	0	149771	865000	864343
	65 Wilmington, Servant	60	56585	47120	9.85	73068	2865	339	67616	73460	213	0	62824	0	0
	66 Wilmington, Gd Shepherd	55	30000	43300	8.16	52000	3000	0	53448	56448	193	0	43300	421700	414700
*	67 Wilmington, S James	323	251500	260666	8.41	323027	56000	4000	248018	308018	303	180	323027	2305550	2305550
	68 Wilmington, S John	240	243426	276374	13.63	312589	63897	36161	221464	384731	0	57	290971	2150791	2070791
	69 Wilmington, S Mark	0	0	42731	4.52	57072	2400	55427	3392	61219	0	0	51402	0	0
	70 Wilmington, S Paul	63	58658	59209	8.90	96149	7284	26633	71528	127798	181	0	78812	1949000	1759000
	71 Windsor, S Thomas	53	58507	65657	17.30	75063	7100	865	48798	80608	220	0	68765	479765	438242
	72 Woodville, Grace	12	9400	11296	12.07	14084	2400	3240	5351	10991	0	0	14084	190000	0
		4743	4316308	4792176	11.50	6046037	762403	443965	4378295	5899895	0	0	5385067	38788836	34724091

* Indicates incomplete or obsolete data.

Diocese of East Carolina

CONSTITUTION, CANONS
AND RULES OF ORDER
OF THE DIOCESE OF EAST CAROLINA
AND
CHARTER AND BY-LAWS
OF THE EPISCOPAL FOUNDATION
OF THE
DIOCESE OF EAST CAROLINA, INCORPORATED

1989

Constitution

ARTICLE I

Territorial Limits

This Diocese as established by the Sixty-seventh Convention of the Diocese of North Carolina, in May, 1883, at Charlotte, embracing all that portion of the territory of the State of North Carolina, which includes the counties of Hertford, Bertie, Martin, Pitt, Greene, Wayne, Sampson, Cumberland, Hoke and Robeson, and all the counties lying between these counties and the Atlantic Ocean, shall be known as the Diocese of East Carolina.

ARTICLE II

Accession to Consitution of Protestant Episcopal Church in the United States of America

The Church in this Diocese accedes to the Constitution and Canons of that branch of the Holy Catholic Church known as the Protestant Episcopal Church in the United States of America, and recognizes the authority of the General Convention thereof,

ARTICLE III

Time and Place of Meeting of Annual Convention

Section 1. There shall be an Annual Convention to meet within the Diocese at such time and place as may be determined by the next preceding Convention, or in the event of no such determination, at such time and place as may be agreed upon by the Bishop and Standing Committee, or appointed by the Standing Committee, in case of the disability of the Bishop, or a vacancy in his office.

Section 2. But the time or place of such meeting may be changed or Special Conventions may be called by the Bishop and Standing Committee or by the Standing Committee in case of disability or vacancy as provided in the preceding section, subject nevertheless to such Canonical provisions as may hereafter be made; provided that no Special Convention shall be called without at least thirty days notice, which notice shall be mailed by the Secretary of the Convention at least twenty days before the meeting of such Special Convention to each Clergyman entitled to a seat in the Convention, and to each Clerk of such Parish as has no Rector in charge, and to the Clerk of each Mission that has no missionary in charge, and shall specify the business and purpose for which said Special Convention is to be held; and no other business shall be proposed or acted upon except by a concurrent vote of two-thirds ot both orders present, voting by orders.

Section 3. Election shall be held by the several Vestries, or at the option of each Vestry, by the congregation, for delegates to special Conventions; but in the event of the failure to elect such delegates, those who were elected to the preceding Annual Convention—subject to the provisions of Article IV, Sections 3 and 4 of this Constitution—shall hold over.

ARTICLE IV
Personnel of Convention

Section 1. The Convention shall be composed of the two Orders—Clerical and Lay. The Bishop of the Diocese, or in his absence, the Bishop in charge as representing the Episcopal Authority shall, if present, preside at all meetings of the Convention.

The Bishop Coadjuter and the Bishop-Suffragan, if there be such, shall be entitled to seats and votes in the Convention, and if there be none such present, the Convention shall elect its presiding officer.

Section 2. Every Clergyman of the Church having been Canonically connected with and resident within the Diocese for three months next preceding any meeting of the Convention, including such portion of the time as he may have been a candidate for Orders, shall be entitled to a seat and vote in the Convention except in the election of a Bishop, in which case such connection and residence must have been for six months to entitle him to vote; provided, that the restriction as above in regards to residence shall not apply to professors, tutors or students in any institution of learning maintained in whole or in part by this Church, or to the clerical officers or agents of the Executive Council of the Episcopal Church or to Chaplains in the Armed Forces: provided further that any Clergyman who has been Canonically connected with the Diocese for at least three years and who has not been in attendance at one of the last three annual Conventions shall have seat and voice, but no vote, at any meeting of the Convention.

Section 3. (a) Each church within the Diocese, whether a parish or mission, shall be entitled to be represented by lay delegates according to the number of its confirmed communicants in good standing of sixteen years of age or older, as follows: from 10 to 50 such communicants, 1 lay delegate; from 51 to 100 such communicants, 2 lay delegates; from 101 to 300 such communicants, 3 lay delegates; from 301 to 500 such communicants, 4 lay delegates; over 500 such communicants, 5 lay delegates. The number of confirmed communicants in good standing of sixteen years of age or older shall be determined from each church's parochial report as of December 31st preceding the annual Convention. Each church's delegates shall be chosen by the Vestry, or at the option of the Vestry, by election by the congregation, from the confirmed communicants in good standing of sixteen years of age or older of the church.

(b) Any Parish or Mission within the Diocese, which has been acknowledged by the Bishop as the sponsoring parish or mission of a College or University Student Fellowship, shall be entitled to be represented by one additional student lay delegate. The student delegate shall be chosen by the Vestry by the sponsoring parish, or at the option of the Vestry, by election of the Student Fellowship.

Section 4. Each church shall be entitled to select one alternate lay delegate for each of its lay delegates, such alternate delegates to be chosen in the same manner as the delegates.

Section 5. (a) It shall be unlawful for the Convention to exclude or suspend from Lay representation any Parish or Mission neglecting or refusing to appoint delegates to the Convention for two successive years, or neglecting or refusing to comply with any

lawful requirement of the Convention; providing, that a vote of a majority of all the clergy present in the Convention, and two-thirds of the lay delegates present in the Convention shall be required for such exclusion or suspension.

(b) Any Parish or Mission which fails to keep or cause the keeping of the records or to file or cause the filing of the reports required by the canonical provisions shall be denied any representation at the next annual Convention and each one thereafter until such records are brought current and such reports are filed. However, if good cause is shown in the opinion of the Convention delegates, the Parish or Mission may be relieved of the penalty prescribed by this paragraph by a vote in favor of such relief by two-thirds of the delegates voting on the question. If a vote by orders is called for, relief of the penalty must carry by two-thirds of the votes cast in each order.

Section 6. If any Parish or Mission shall neglect or decline to appoint Lay Delegates, or shall have been excluded or suspended from the right of doing so by the Convention, or if any or all those appointed shall not be present, such Parish or Mission shall nevertheless be bound by the acts of the Convention.

Section 7. In a vote by Orders and Parishes in any session of the Convention, no delegation from any church shall have a vote if such church has not been represented in at least one of the last three, consecutive, regular annual meetings of the Convention.

ARTICLE V
Powers of Convention

Section 1. The Convention shall be sole judge of the election and qualification of its own members. It shall have power to adopt Rules of Order for its own government, elect officers and raise funds; and shall have such other legislative powers as may be necessary and proper for the well-being of the Diocese.

Section 2. The Convention shall have no power to pass any Canon infringing the Episcopal Authority, but may adopt resolutions of advice or inquiry or institute any proceedings deemed necessary for the purpose of impeachment of the Bishop.

ARTICLE VI
Quorum

To constitute a quorum for the purpose of ordinary business the presence of a majority of all the clergy entitled to a seat and vote (exclusive of non-parochial clergy) and of a majority of the lay delegates entitled to representation in the Convention shall be necessary. Any less number shall be competent to receive reports and to adjourn.

ARTICLE VII
When to Vote by Orders
When to Vote by Orders and Parishes
When to Vote by Delegates

Section 1. Upon any question before the Convention when it may be required by any one clerical or lay member, the two Orders shall vote separately. If a vote by Orders is required, each clerical

member shall be entitled to one vote and each lay member to one vote and concurrence of majorities of both Orders shall be necessary to a decision. If a vote by Orders and Parishes is required, each clerical member shall be entitled to one vote; the delegation from each church with five lay delegates shall be entitled to one vote, the delegation from each church with four lay delegates shall be entitled to four-fifths vote, the delegation from each church with three lay delegates shall be entitled to three-fifths vote, the delegation from each church with two lay delegates shall be entitled to two-fifths vote, the delegation from each church with one lay delegate shall be entitled to one-fifth vote; and a concurrence of majorities of both Orders shall be necessary to a decision. When no such division is called for, each member of the Convention shall be entitled to one vote.

Section 2. All elections shall be by ballot unless otherwise unanimously ordered.

ARTICLE VIII

Officers of Convention

Section 1. The Convention shall annually elect a Secretary, a Treasurer, a Chancellor and a Historiographer.

Section 2. Should there at any time be no such election, then the officers last before elected shall hold over until such election shall be had.

Section 3. Should the office of Secretary, Treasurer, Chancellor or Historiographer become vacant at any time preceding the annual election, the Ecclesiastical Authority shall power to fill the vacancy till such time as election shall be held.

ARTICLE IX

Standing Committee

Section 1. The Standing Committee shall consist of three clergymen of the Diocese and three lay persons, confirmed communicants in good standing of sixteen years or older and residents of the Diocese. The members of the Standing Committee shall be elected by the Convention for three year terms, with one clergyman and one lay person elected annually; provided that the number elected and the terms may be varied initially to produce such staggered terms. No member who has served on the Committee shall be eligible for re-election, or appointment to fill a vacancy, until one year after the expiration of his term. The Committee shall elect its President and Secretary annually and shall have power to fill, until the next Annual Convention, any vacancy that may occur on the Committee.

Section 2. In case of the absence or inability of the Bishop, the duties assigned to him by this Constitution shall be performed by the Bishop-Coadjuter (if there be one), in so far as it is not inconsistent with the Constitution and Canons of the General Convention.

Section 3. Where there is no Bishop the Standing Committee shall be the Ecclesiastical Authority of the Diocese, and, as such,

may invite the temporary services of other Bishops, and, for due cause, may change the time or place of the annual meetings of the Convention, and they may also summon special Conventions, and shall do so upon the call of one-third of the Clergy of the Diocese, or of one-third of the Parishes in union with the Convention, as appearing upon the lists of the Journal last before published. And although there be a Bishop, the Standing Committee shall have power to call Special Conventions for the purpose of proceedings relative to his impeachment, and shall do so upon a similar requisition by the Clergy or Laity.

ARTICLE X

Organization of Missionary Congregations

Section 1. Any ten or more confirmed comminicants in good standing of sixteen years of age or older may organize themselves into a Mission, and be received into union with the Convention, by taking such steps as may be provided for by Canon.

Section 2. The Bishop of the Diocese may, with the written consent of the Rector of any Parish (a copy of which shall be filed with the Historiographer of the Diocese), establish, within the limits of such Parish, Missionary Congregations, whose Ministers shall be independent of the Rector and responsible to the Ecclesiastical Authority only; provided, that with the advice and consent of the Standing Committee, the Bishop shall have power to establish such independent Missionary Congregations without the consent of the Rector.

ARTICLE XI

Authority of Rectors

Section 1. Any Presbyter regularly called to the charge of a Parish and entering thereupon shall, during the time of such charge, be held to be the Rector of said Parish.

Section 2. The Rector is recognized as having, by virtue of his office, the exclusive regulation, under his Canonical superiors, of all spiritual concerns of the Parish; as being entitled at all times to have access to the Church building and to open the same for services or instruction of this Church as he may deem proper; to call meetings of the Vestry or congregation, when present to preside at the same, and in case of a tie to give the deciding vote.

ARTICLE XII

Canons for Trial of Clergymen

The Convention shall pass Canons for the trial of Clergymen.

ARTICLE XIII

Rule of Voting for Election of a Bishop, Bishop Coadjutor, or Bishop Suffragan

In the election of a Bishop, or Bishop Coadjutor, or a Bishop Suffragan, the Convention shall vote by ballot and by Orders and

Parishes, as described in Article VII, Section 1, and the concurrence of a majority of all the clergy entitled to seats in the Convention and a majority of the lay delegates voting by parishes (churches) shall be necessary to an election. All clergymen who have been retired on account of age or disability and all non-parochial clergy are entitled to a seat and, if otherwise entitled thereto, to a vote in the Diocesan Convention, but their absence at any Convention shall not be counted in determining a constitutional majority.

ARTICLE XIV

Rules of Voting in Parochial and Mission Elections

In all Parochial and Missions Elections, those entitled to vote therein shall meet the following qualifications.:

1. Be confirmed.
2. Be sixteen (16) years of age or older.
3. Be a communicant in good standing of the Parish or Mission.
4. Shall have subscribed the following declaration, to wit:

   We the undersigned, do hereby consent to be governed by the Constitution and Canons of the Church, as set forth in the General Convention, and by the Constitution and Canons of the Church in this Diocese.

ARTICLE XV

Method of Amending Canons

No new Canon shall be passed, nor shall any existing Canon be amended, upon the day upon which said new Canon or amendment may be proposed, without unanimous consent. Nor, without a similar consent shall the question upon the passage of such Canon or amendment be finally put without previous reference to a committee.

ARTICLE XVI

Method of Amending the Constitution

Any proposition to alter this Constitution shall be made in writing, and if approved by a majority of the Convention, shall be submitted to the next Convention; and if then approved by a majority of each of the two Orders present, voting by Orders and Parishes as described in Article VII, it shall become a part of this Constitution.

ARTICLE XVII

When Amendments Become Effective

All Constitutional amendments shall take effect from and after the adjournment of the Convention at which they shall have been ratified, unless it shall be otherwise ordered by a vote by Orders.

CANONS

CANON 1

List of Members of the Convention and Committees

Section 1. Clergy. It shall be the duty of the Secretary, before the opening of the Annual Convention, to apply to the Ecclesiastical Authority for a correct list of the Clergy entitled to seats. Such lists shall be prima facie evidence of said title, and from it the Secretary shall prepare the roll for the purpose of organization.

Section 2. Laity. The Clerk of the Vestry of each Parish and the Clerk of each Mission electing Lay Delegates to the Convention shall furnish three certificates of said election, whereof one shall be handed to the Delegates elect, one shall be forwarded to the Secretary of the Convention, and one to the Minister of the Parish where the Convention is to be held, the latter two to be mailed at least two weeks before the time appointed for the opening session. From these certificates the Secretary shall prepare a list of Lay delegates to ascertain the presence of a quorum, and shall insert no name upon the list without the evidence of one of said certificates, unless specially directed by the Convention. Defective or doubtful certificates shall be laid aside to be acted upon after the Convention shall have been organized.

Section 2.1 Communicant. Wherever the word communicant appears in these canons, such word is hereby defined to mean "a confirmed communicant in good standing of sixteen years of age and over."

Section 3. Ex-Officio Members. The Trustees of the Diocese, the members of the Standing Committee, the members of the Executive Council, the Directors of the Episcopal Foundation of the Diocese of East Carolina, Incorporated, the members of committees and commissions elected by the Convention, the Secretary, Treasurer, Chancellor, and Historiographer shall be ex-officio members of the Convention, but without the right to vote.

Section 4. The following committees shall be included in the committees of the Convention:

(a) The Committee on Canons shall consist of three clergymen and three lay persons, appointed by the Bishop at the annual Convention.

(b) The Committee on Relations to and Communications from the General Convention shall consist of the elected clerical and lay deputies to the General Convention and such other persons, not exceeding four, as may be appointed by the Bishop at the annual Convention; the clerical deputy elected by the largest number of votes shall be chairman of the committee.

(c) The Diocesan Convention Committee shall consist of three clergymen and four lay persons, appointed by the Bishop. The Secretary of the Convention and the Chairman of the Liturgical Commission shall be ex-officio members of the committee. The committee shall make recommendations with regard to the dates and places of annual and special Conventions, shall make proper arrangements for each meeting, shall

set registration fees and other charges, shall prepare and submit annually to the Finance Department a budget for expenses of the Convention and for publication of the Diocesan Journal, shall keep records of receipts, disbursements and proceedings, and shall perform such other duties as may be assigned by the Convention or by the Bishop.

(d) The Committee on the Bishop's Address shall consist of two clergymen and three lay persons, appointed by the Bishop. The committee shall consider the Bishop's Annual Address and shall report to the Convention as the committee deems appropriate.

CANON 2

Services

On the first morning of any annual or special meeting of the Convention the Holy Communion shall be administered.

CANON 3

Rules of Order

The Convention shall adopt Rules of Order, which shall continue in force until altered.

CANON 4

Secretary

Section 1. The Secretary shall issue notices of all meetings of the Convention under direction of the Ecclesiastical Authority. He shall prepare the Canonical list of the Clergy and Lay Delegates entitled to seats therein. In the Absence of both the Bishop and the President of the Standing Committee, he shall call the Convention to order for the purpose of organization. He shall keep a record of its proceedings, under its direction, in a suitable book to be kept for that purpose. He shall be admitted to a seat in the Convention and to participation in its deliberations, without the right of voting.

Section 2. He shall prepare and issue the Journals as may from time to time be directed by the Convention, and shall preserve thirty copies of the same for the use of the members of the next succeeding Convention, together with such other papers in his keeping as he may think likely to be required for reference. He shall also prepare a complete list of the parishes and missions entitled to representation and shall publish such list in the Journal.

Section 3. He is hereby authorized upon voucher approved by the Chairman, or other designated member of the Department of Finance to draw upon the Treasurer for the amount of expenses necessarily incurred from time to time, in discharging the duties prescribed by this Canon.

Section 4. The Secretary of each Parish and Mission is directed to transmit to the Secretary of the Diocese, as soon as practical after the election of delegates to each annual Convention of the Diocese, a list showing the names of the delegates and alternates to said Convention from his Parish or Mission.

CANON 5
Treasurer

The Treasurer shall have custody of all funds, monies and securities belonging to the Diocese, except trust funds vested in the Trustees of the Diocese and trust funds held by The Episcopal Foundation of The Diocese of East Carolina, Incorporated. For purposes of the preceding sentence trust funds vested in the Trustees of the Diocese shall include funds, monies and securities (and reinvestments thereof) given or bequeathed to the Diocese or the Trustees, or transferred to the Trustees, (a) in trust or specific terms stated in an agreement or will, or (b) with restrictions or designations as to use of principal or income and under conditions which require holding the funds, monies and securities for longer than twelve months. The Treasurer under the direction of the Convention, or of the Executive Council between meetings of the Convention, shall receive, manage, invest, disburse and transfer the funds, monies and securities in his custody, and shall keep and return an account thereof to the Executive Council for incorporation in its report to the Convention, a reasonable time prior to each annual meeting of the Convention. Said report shall include a complete list of all securities belonging to the Diocese (other than securities vested in the Trustees of the Diocese). He shall give bond for the faithful discharge of his duties in such sum as the Executive Council shall from time to time designate, such bond to be approved by and deposited with the Trustees of the Diocese. He shall be admitted to a seat in the Convention and to participation in its deliberations, without the right of voting.

The Treasurer is authorized, with the approval of the Executive Council, to transfer funds and monies belonging to the Diocese to The Episcopal Foundation of The Diocese of East Carolina, Incorporated, to be held temporarily or for a specified or indefinite time, to be managed and invested by the Foundation and to be returned to the Treasurer in accordance with his instructions.

CANON 6
Chancellor

The Chancellor, who shall be a member of the legal profession, and a communicant of the Church in this Diocese, shall be elected upon nomination by the Bishop. He shall be the legal advisor of the Bishop, of the Standing Committee, of the Executive Council and of the Trustees of the Diocese and counsel in all suits of law that may arise in the administration of the affairs of the Diocese. He shall be admitted to a seat in the Convention and to participation in its deliberations, without the right of voting.

If the Chancellor dies, resigns or becomes incapacitated, his successor shall be appointed by the Bishop to serve until the next Annual Convention.

CANON 7
Historiographer

Section 1. The duty of the Historiographer shall be to receive and safely keep all books, documents and manuscripts belonging

to the Diocese not required to be kept by any other persons or officer. He shall also collect and preserve such materials as can be obtained relative to the history of the Diocese and of particular Parishes, and shall catalogue and classify all books, documents and papers, so as to make their contents accessible for reference.

Section 2. He shall annually report in writing to the Convention, showing with such detail as may be expedient, the condition of the materials in his hands, and the additions made to them from time to time, with such suggestions as he may deem proper concerning them. He shall be admitted to a seat in the Convention, and to participate in its deliberations without the right of voting.

CANON 8

The Executive Council

Section 1. The Executive Council, as hereinafter constituted, shall administer and carry on the Missionary, Educational and Social Work of the Church in this Diocese, of which work the Bishop shall be the executive head.

Section 2. The Executive Council shall exercise all the powers of the Diocesan Convention, between the meetings thereof, in connection with the unification, development and prosecution of the work of Missions, Church Extension, Religious Education, Christian Social Service and the Church Pension Fund and all Diocesan Institutions; for the performance of such work as may be committed to it by the Diocesan Convention, and for the initiation and development of such new work between said meetings as it may deem necessary, subject however, to the provisions of the Constitution and Canons, and other directions of the Diocesan Convention.

Section 3. The Executive Council shall be composed of the Bishop, the Bishop Coadjutor and Bishop Suffragan (if there be such) and twenty-one members elected by the Convention, of whom nine shall be clergymen of the Diocese and twelve shall be lay persons, communicants in good standing sixteen (16) years of age or older and residents of the Diocese. The President of the Standing Committee, the Secretary, the Treasurer, and the Chancellor shall be ex-officio members of the Executive Council, without the right of voting. Except with respect to the President of the Standing Committee, as above provided, no member of the Standing Committee shall be eligible to serve at the same time as a member of the Executive Council.

Section 4. The members of the Executive Council shall be elected for three year terms. Three clergymen and four lay persons shall be elected at each annual Convention; provided, however, at the 1975 annual Convention, three clergymen shall be elected for terms of three years, four lay persons shall be elected for terms of three years, one lay person for a term of two years and one lay person for a term of one year. A member who has served on the Council for as much as one full year shall not be eligible for reelection, or appointment to fill a vacancy, until one year after the expiration of his term. The Executive Council shall have power to fill any vacancy in the Council that may occur through death

or resignation of any member. Appointments to fill any such vacancy shall be for a period expiring at the close of the next annual Convention. Any person appointed to fill a vacancy who is eligible for election but is not elected to the Executive Council at the next annual Convention may not be appointed to fill any vacancy for a period of one year following such Convention.

Section 5. The Bishop shall be the Chairman of the Council. The Council may elect one of its own members, whether clerical or lay, as Vice-Chairman and prescribe his duties. The Secretary of the Convention shall be the secretary of the Executive Council.

Section 6. The Executive Council shall provide for a Department of Finance or Finance Committee and shall have power, from time to time, to organize such other departments and committees as it may deem necessary or advisable to carry out its responsibilities, and it shall determine the scope of the work of all departments and committees. The Bishop shall appoint the chairman and members of each department or committee. Each department or committee shall make a report, at least annually, to the Bishop and the Executive Council. The Executive Council may enact all necessary by-laws for its own government, and for the government of each department and committee, subject to the provisions of the Canons of the Diocese and any resolutions adopted by the Convention of the Diocese.

Section 7. The Executive Council shall submit to each annual meeting of the Diocesan Convention a report of the work done under its supervision for the preceding year, which report shall include the annual report of the Treasurer. The Executive Council shall also at each annual meeting of the Diocesan Convention, submit for its approval and adoption a budget for all the work committed to the Council, including the general work of the Church in the Diocese, and such other work as it has undertaken, or proposed to undertake for the ensuing year. The following, among other items, shall be included in budgeted income: pledges of Parishes and Missions for the support of the Diocese, including pledges from prior years, any budget surplus from the preceding year, and unrestricted income from trust funds, investments, permanent or unappropriated funds and reserves and from The Episcopal Foundation of The Diocese of East Carolina, Incorporated. Provision may be made in said budget for the necessary and reasonable expenses of the officers and members of the Executive Council. Such budget and estimate shall be considered by the Diocesan Convention and appropriate action taken. The Executive Council shall have power to expend all sums of money provided for in said budget as adopted by the Diocesan Convention. The Executive Council shall have power to make or delegate to others the making of all decisions with regard to the acceptance, receipt, use, management, investment, disbursement and transfer of unbudgeted receipts and gifts or bequests of money, securities or property received by the Diocese or any officials or agencies thereof (except gifts or bequests to the Bishop's Discretionary Fund and to the Episcopal Foundation of The Diocese of East Carolina,

Incorporated), subject, however, to the provisions of any will, agreement, restriction or designation governing such gifts or bequests and subject to action of the Diocesan Convention.

Section 8. The Executive Council shall meet with the Bishop at such stated times as it, with his concurrence shall appoint, at least twice a year, and at such other times as he shall convene it. Eleven voting members of the Executive Council, including at least four in the Clerical Order and six in the Lay Order, with the Bishop or Vice-Chairman, shall constitute a quorum; the Vice-Chairman, if a voting member, shall be counted as a member in determining a quorum. A meeting shall be called by the Bishop, or if there is no Bishop in the Diocese, by the Vice-Chairman, at any time upon written request of at least five members of the Executive Council. Ten days notice of such meeting shall be given by the Secretary.

Section 9. All salaries, other than that of the Bishop, and those fixed by the Diocesan Convention, shall be fixed by the Executive Council.

Section 10. With the exceptions hereinafter noted, all departments, committees, commissions and boards of the Diocese shall be responsible to and shall report at least annually to the Bishop and Executive Council. The exceptions are: the Standing Committee; the Committee on Canons; the Committee on Relations to and Communications from the General Convention; the Trustees of the Diocese; the Committee on Parishes and Missions; the Church Pension Fund Committee; any committee apointed by the Bishop which is directed to be responsible and to report only to him; and committee appointed or elected by the Convention or under its authority which is directed to be responsible and to report only to the Convention or to report in a manner inconsistent with this Section 10. The Executive Council shall be the sole custodians of all existing committee records and reports.

Section 11. The Bishop may appoint clergyman and lay persons of the Diocese, not exceeding eighteen in number, as members of a Consulting Committee. Members of the committee shall serve for one year. They may attend meetings of the Executive Council at the invitation of the Bishop and may participate in its deliberations but shall have no right of voting.

CANON 9

The Episcopal Foundation of The Diocese of East Carolina, Incorporated

The Episcopal Foundation of The Diocese of East Carolina, Incorporated, herein called the Foundation, is a diocesan corporation created under the law of North Carolina for the purpose of holding, managing and investing property of the Diocese of East Carolina, either temporarily, for a specified or indefinite time, or permanently, and for the purpose of providing (1) funds, the income from which is to be used for the promotion of new work in the Diocese of East Carolina and for the development of the religious, educational and charitable work of the The Protestant Episcopal Church in the Diocese of East Carolina, (2) funds to be used for making loans to

parishes, missions, diocesan institutions and church organizations for capital improvements, (3) funds for capital grants to parishes, missions, diocesan institutions and church organizations for capital improvements, and (4) unrestricted funds for use at the discretion of the Board of Directors of the Foundation.

The Foundation is authorized to receive gifts, devises and bequests of real and personal property from individuals, contributions or donations from churches, corporations and organizations, transfers of funds from the Treasurer of the Diocese pursuant to Canon 5, and transfers of property from the Trustees of the Diocese pursuant to Canon 12, Section 2. Money or property given by donors to the Foundation without restrictions on disposition or use may be placed in an income fund, a loan fund, a capital grant fund, or an unrestricted fund in the discretion of the Board of Directors of the Foundation. Gifts will be accepted subject to restrictions by donors that only income from the gifts may be spent, that the principal may be used only for revolving loans or for capital grants, or that the gifts or the income therefrom may be used only for designated purposes in or for the benefit of the Diocese of East Carolina; provided, however, that the Foundation may decline to accept any gift, bequest or devise the purpose of which does not conform to the purposes set out in this Canon and the charter of the Foundation or which would be burdensome or impractical to administer.

The operation of the Foundation shall be under the control of its Board of Directors, who shall be selected by the Diocesan Convention as set out in the by-laws of the Foundation. Foundation income available for expenditure for diocesan purposes, after payment of operating expenses of the Foundation, and funds available for loans and grants to churches or other recipients thereof shall be paid to the Treasurer of the Diocese for disbursement by him.

The Board of Directors of the Foundation shall annually make a report to the Diocesan Convention showing the names of the several funds, trusts or endowments held by it, the sources, dates and amounts thereof, the terms governing use of principal and income, the manner in which the funds are invested, the disbursements or payments made during the year and the purposes for which said disbursements have been made. The Board of Directors of the Foundation shall make a similar report to the Executive Council as often as required by the Executive Council and not less frequently than each six months.

CANON 10

A. Deputies to the General Convention

Section 1. At each Annual Convention held in the year preceding the year in which a regular session of the General Convention is held, there shall be elected four clerical Deputies, who are Presbyters canonically resident in the Diocese, and four Lay Deputies to the General Convention, who shall be communicants of this Church, having domicile in the Diocese. There shall also be elected four alternate Clerical and four alternate Lay Deputies,

subject to the same provisions as the original Deputies above mentioned. Such election may, if the Convention so decrees by a majority vote, be made upon a majority of the votes cast, or upon a plurality, whereby the four persons receiving the four highest number of votes shall be elected as Deputies, and the four next highest shall be elected as Alternates.

Section 2. The members of the deputation who are elected shall be recorded in the order of their election as indicated by the number of votes cast for each and in the case of the same number of votes having been cast for two or more in either Order, precedence shall be given to the Clerical alternates in the order of official, and to the Lay alternates in the order of personal seniority; and the Secretary shall insert the names of the alternates in this order upon the Journal.

Section 3. Deputies elected to the General Convention, finding themselves unable to attend, shall, four weeks at least before the time of meeting, give notice of the Diocesan Secretary, who shall at once notify the proper alternate.

B. Delegates to the Provincial Synod

Section 4. The Executive Council shall elect such number of clergy and lay delegates as it deems advisable to attend the Provincial Synod. Such election shall take place at such time as shall be convenient to give timely notice to the Synod of such election.

CANON 11

Trustees of the University of the South

Section 1. There shall be elected by the Convention at such intervals as are, or may be required by the Constitution or Statutes of the University of the South, one Presbyter and two Laymen, as members of the Board of Trustees of that institution on the part of the Diocese.

Section 2. The said members shall annually report to the Convention the condition and progress of the University, with such particulars in regard to the various departments as they may deem necessary to inform the people of the Diocese as to the literary, moral, and spiritual value of the work of that institution and its claims upon them for patronage and support.

Section 3. In case of the death, resignation or disability of any of the Trustees elected on the part of this Diocese, the vacancy may be filled by the Ecclesiastical Authority until an election for that purpose shall be made by a succeeding Convention.

CANON 12

Trustees of The Diocese

Section 1. The Bishop, or when there is no Bishop, the President of the Standing Committee, together with two (2) lay persons to be elected by the Convention, shall constitute the Board of Trustees for the Church in this Diocese. The Trustees under the direction of the Convention, or of the Executive Council between

meetings of the Convention, shall receive, hold, manage, invest, disburse and transfer trust funds vested in the Trustees, which trust funds shall include funds, monies, and securities (and reinvestments thereof) given or bequeathed to the Diocese or the Trustees, or transferred to the Trustees, (a) in trust on specific terms stated in an agreement or will, or (b) with restrictions or designations as to use of principal or income and under conditions which require holding the funds, monies and securities for longer than twelve months. The Trustees shall hold title to real estate vested in them as provided in this Canon. The provisions of any will or agreement controlling investment, management, use or disbursement of funds and property vested in the Trustees shall be complied with in each instance. The Trustees shall keep the Diocesan House in repair and the grounds in good order to provide an allowance for these purposes.

Section 2. The two (2) lay members of the Board of Trustees shall serve a term of two (2) years but may not serve more than two (2) consecutive two-year terms. The terms of these two (2) lay persons shall be staggered so that one will be elected at each annual Convention. In 1974, the person receiving the highest number of votes shall serve a one year term. Thereafter, persons elected to the Board of Trustees shall serve for two (2) years or until their successors are elected.

Persons eligible for election shall be eighteen (18) years of age or older, communicants in good standing and residents within the Diocese.

Section 3. The Trustees of the Diocese are authorized with the approval of the Executive Council, to transfer trust funds and other investment property of the Diocese, vested in or held by the Trustees, to The Episcopal Foundation of The Diocese of East Carolina, Incorporated, to be held, managed, invested and used for the benefit of the Diocese, subject in every case to the provisions of any will or agreement controlling investment, management, use or disbursement of said funds and property, and subject to applicable federal and state laws and the constitution and canons of this Diocese and The Protestant Episcopal Church. At any time, on reasonable notice, the Trustees with the approval of the Executive Council may require The Episcopal Foundation of The Diocese of East Carolina, Incorporated to return and transfer back to the Trustees any trust funds or other investment property transferred to the Foundation pursuant to this section.

Section 4. Whenever the title to real property in any Parish is vested in the Trustees of the Diocese for the benefit of the Parish, the said Trustees shall have the power to convey said property upon the written request of the Vestry of such Parish, if in the opinion of said Trustees it is advisable so to do; but if, in their opinion, it is not advisable to make such conveyance, they shall report the facts to the next Convention.

Whenever title to real property is vested in the Trustees for the benefit of any Mission or organization of the Diocese, other than a Parish, the said Trustees shall have the power to convey said property upon written request and approval of the Bishop, or the

Ecclesiastical Authority, and upon like request shall have power to convey the property and reinvest the proceeds in other property, such reinvestment to be held in trust for the benefit of such Mission or organization.

The title of all real estate belonging to this Diocese in its own right is hereby declared to be vested in the Trustees of the Diocese, and the Trustees of the Diocese are hereby authorized to convey said property in fee simple, whenever in their judgment such action is for the best interest of the Diocese, but no such action shall be taken except by unanimous consent of all the Trustees of the Diocese.

Section 5. Any vacancy occurring in this Board by death or otherwise may be filled by the Ecclesiastical Authority.

CANON 13

Diocesan Commission on Ministry

Section 1. There shall be a Diocesan Commission on Ministry, consisting of eight priests of the Diocese, one Vocational Deacon, and four lay persons, communicants and residents of the Diocese. The members of the Commission shall be elected by the Convention, on nomination by the Bishop, for four-year terms. One Vocational Deacon will be elected every four years. Two priests and one lay person will be elected annually; provided, that the number elected and the terms may be varied initially to produce such staggered terms. No member who has served on the Commission shall be eligible for re-election, or appointment to fill a vacancy, until one year after the expiration of the member's term. The Standing Committee shall elect priests, the Vocational Deacon, or lay persons, on nomination by the Bishop, to fill any vacancy that may occur on the Commission between the annual meetings of the Convention. The chairman of the Commission shall be a priest designated annually by the Bishop.

Section 2. The Commission shall perform the duties and functions prescribed in Title III, Canon 1 of the General Church Canons, shall conduct and evaluate the examinations of persons for Holy Orders and shall perform such other duties as may be assigned to it by the Bishop.

CANON 14

Organization of Parishes and Missions

Section 1. A new Parish may, upon application, be admitted into union with the Convention, if duly organized according to the requirements set forth in the following section of this Canon, and if, in the judgment of the Convention (upon favorable report of a committee appointed for the purpose of inquiry into the case), the Parish gives promise of such sufficient strength as will enable it to permanently maintain its organization.

Section 2. The requirements for the organization of a new Parish shall be:

First: To obtain the written consent of the Ecclesiastical Authority.

Second: If within the limits of some already existing Parish or Parishes, to obtain the written consent of the Rector or Rectors of said Parishes.

Third: To assume a suitable name and elect a Vestry, as prescribed in Canon 15 "Of the Vestry."

Fourth: To provide a book with a caption for the signature of all the voters in the Parish consenting to be governed by the Constitution and Canons of the General Convention and of this Diocese, as directed in Article X, Section 3, of the Constitution of this Diocese.

And every new Parish applying for admission into union with the Convention shall present satisfactory evidence that all of the above requirements have been duly complied with.

Section 3. Any Missionary Station outside the limits of any Parish, may at his discretion, be organized by the Bishop as a Mission, and the Bishop may at any time dissolve such organization. Upon the organization of the Mission the Bishop shall appoint a Church Warden, a Clerk and Treasurer (if he deems it expedient, combining any two of these offices in one person) who with the Minister-in-charge shall constitute a Board of Trustees. These officers shall serve for one year or until the successors are appointed or elected.

Annually thereafter the Bishop shall appoint the Church Warden and after due public notice the qualified voters of the Mission shall in the Advent Season elect from their number not more than four nor less than two other Trustees, who shall serve for one year or until their successors are elected. The trustees and the officers shall, as far as possible, discharge the duties belonging to the members of a Vestry of a Parish, except the power to elect and call a minister. The Ecclesiastical Authority shall appoint the Minister-in-charge, who when present, shall preside at the meetings of the Trustees, and, in case of a tie, shall have a casting vote.

Section 4. The congregation of any duly organized Mission either without or within the limits of any already existing Parish may elect from their number one or more delegates to the Convention, in accordance with Article IV of the Constitution.

Section 5. The churches in the Diocese are divided into two classifications, as follows:

1. Parish: A church which has a congregation of not less than 25 confirmed Christians who conscientiously strive for the spread of Christ's Kingdom at home and in the world.

2. Mission: A church which has a congregation of not less than 10 and not more than 24 confirmed Christians who conscientiously strive for the spread of Christ's Kingdom at home and in the world.

Each parish and mission in the Diocese shall make and pay an annual pledge for support of the Diocese and National Church.

Section 6. There shall be a regular committee of the Diocesan Convention denominated the Committee on Parishes and Missions. This committee shall be composed of two Clergymen and three

Laymen, all of whom shall be selected by the Bishop at each Annual Convention. This committee shall meet annually, at least thirty days before the date of the Annual Convention, and at such additional times as called by the Bishop, designating the time and place of meeting. It is the duty of this committee to review the affairs of each Parish and Mission in the Diocese to determine its proper classification under Section 5 of this Canon and to report such status to the Bishop and Annual Convention; and this committee shall also perform the duties of the committee provided for in Section 1 of this Canon.

Section 7. Every clergyman in parochial ministry in the Diocese shall work full-time for the church or churches he serves and shall receive from church sources not less than the minimum salary and allowances prescribed by the Convention, provided that the Bishop may give his written approval, annually, for a clergyman to serve on a part-time basis and to receive from church sources for such part-time service less than the minimum compensation.

CANON 15
Of The Vestry

Section 1. In every Parish there shall be an Annual Election upon the Monday after the first Sunday in Advent, or on such day thereafter as the Rector and Vestry may appoint, of a Vestry consisting of not less than three and not more then twelve members, who shall be communicants of 16 years of age or older and in good standing. The members of the Vestry thus elected shall continue in office until their successors are chosen. Provided, however, that any Parish may, with the approval of the congregation, elect not more than one-third of the members of the Vestry to serve for a period of two years and not more than one-third of such members to serve for a period of three years, and the members so elected shall serve for the term indicated and until their successors are duly elected and qualified. Any such Parish may provide that no retiring member of its Vestry shall be eligible for reelection until there shall have elapsed a period of one year. Those qualified to hold the office of Vestry person shall be as follows: Any communicant of the Parish in good standing, and who is not less than sixteen years of age and a regular participant in the public worship of the Church.

Section 2. Each Vestry shall annually elect a Senior and a Junior Warden from among their own number, the former upon nomination of the Rector. If there be no Rector the election shall proceed without such nomination. It shall be the duty of the Wardens especially to provide the Elements for the Lord's Supper, to keep and disburse the alms in case the Parish is destitute of a Minister; also, in such case, to provide for the celebration of Public Worship and the instruction of the congregation by occasional Clerical services or by Lay Reading as circumstances may admit. In the absence of the Rector or Minister-in-charge, or if there be none, the Wardens shall preside in all meetings of the Vestry or Congregation in order of their official seniority.

Section 3. The Vestry shall elect a Clerk, whose duty it shall be to take and record the minutes of their proceedings, attest the public acts of the Vestry, preserve all records and papers belonging to the Parish, perform all such other duties as shall be legally assigned to him, and faithfully to deliver into the hands of his successor all books and documents that may be in his possession belonging to the Parish.

Section 4. The Vestry shall elect a Treasurer whose duty it shall be to receive and disburse all monies collected under the authority of the Vestry, the collection and disbursement of which is not otherwise provided for. He shall keep an accurate account of all monies that come into his hands, and submit an exhibit of same semi-annually, and whenever called upon to do so.

Section 5. The Vestry shall be Trustees of the Parish, and shall take charge of the Property of the Church, regulate its temporal concerns, elect and call a minister and provide for his maintenance; keep order in the Church; and in general act as helpers to the minister in whatever is appropriate to Laymen for the furtherance of the Gospel.

Section 6. (a) The Rector of every Parish shall, ex-officio, preside at meetings of the Vestry or the Congregation, and shall be entitled to a casting vote in case of a tie, in all questions except those in which he may be personally concerned..

(b) The Rector shall have the power to call Vestry meetings, other than regular, at any time, giving reasonable notice, specifying the business for which the meeting is called, and it shall be his duty to do so whenever to may be requested by three members of the Vestry. Should the Rector refuse to call a meeting of the Vestry, it shall be competent to the Wardens, or any three of the Vestry, as above provided, to call one; provided, that the Rector shall have due notice of the same.

(c) In the Rector's absence, or if the Parish is without one, the Senior Warden, or any two members of the Vestry, shall have power to call special Vestry meetings, subject to the above provisions.

Section 7. Regular meetings of the Vestry shall be held as they may determine, but there shall be not less than four such meetings in each year.

Section 8. Vacancies in the Vestry, caused by death, resignation or otherwise, may be filled by the remaining members for the unexpired portion of said term.

Section 9. Every person chosen Vestryman shall qualify by subscribing to the following declaration and promise: "I do believe the Holy Scriptures of the Old and New Testament to be the Word of God, and to contain all things necessary to salvation; and I do yield my hearty assent and approbation to the doctrines, worship and discipline of the Protestant Episcopal Church in these United States; and I promise that I will faithfully execute the office of Vestryman of _____ parish (or Church) in _____ County (or City), according to my best knowledge and skill." No person shall act or

vote as Vestryman until he has subscribed to this declaration and promise.

CANON 16

Call of a Minister

Section 1. When there is no Rector the Vestry shall have power to call a Minister in accordance with Episcopal Church and Diocesan Constitutions and Canons. The Vestry of a parish calling a Minister shall offer him a salary and allowances not less than the then existing minimums for mission clergymen set by the Diocesan Convention. The Rector shall not have power to appoint a permanent assistant without the consent of the Vestry.

Section 2. When a Parish or Congregation becomes vacant the Church Wardens or other proper officers shall notify the fact to the Bishop. If the authorities of the Parish shall for thirty days have failed to make provision for the services, it shall be the duty of the Bishop to take such measures as he may deem expedient for the temporary maintenance of Divine Services therein.

Section 3. No election of a Rector shall be had until the name of the Clergyman whom it is proposed to elect has been made known to the Bishop, if there be one, and sufficient time, not exceeding thirty days, has been given to him to communicate with the Vestry therein. If a church is receiving financial assistance from the Diocese, the Bishop's written approval of the Vestry's choice shall be essential to the election of a minister in charge.

Section 4. Written notice of the election, signed by the Church Wardens, shall be sent to the Ecclesiastical Authority of the Diocese. If the Ecclesiastical Authority be satisfied that the person so chosen is a duly qualified Minister, and that he has accepted the office, the notice shall be sent to the Secretary of the Convention, who shall record it. And such record shall be sufficient evidence of the relation between the Minister and the Parish.

Section 5. A Minister is settled, for all purposes here or elsewhere mentioned in these Canons, who has been engaged permanently by any Parish, according to the rules of this Diocese, or for any term not less than one year.

CANON 17

Dissolution and Suspension of Parishes

Section 1. When in the judgment of the Bishop of the Diocese, a Parish does not "give promise of such sufficient strength as will enable it to maintain its organization," whether from the lack of communicants, or from any other cause, this judgment shall be reported to the Convention, which will thereupon take such action as may seem good.

Section 2. In the event of the dissolution of any Parish or Mission by Convention, the real and personal property of the Parish or Mission shall immediately vest in the Trustees of the Diocese, in trust for the dissolved Parish or Mission. The Trustees may dispose of the personal property and shall retain the proceeds therefrom

in trust for the dissolved Parish or Mission. Within six months following any dissolution of a Parish or Mission a study of the potential for mission and ministry on the site of any real property vesting in the Trustees as a result of the dissolution shall be conducted by a committee appointed by the Bishop and a report of that study shall be sent to the Department of Mission and to the Executive Council. If the Executive Council determines that the Parish or Mission should not be reorganized on the site of the existing real property, all property held in trust by the Trustees for the Parish or Mission shall be freed of the trust and thereafter shall be held, administered or disposed of by the Trustees as property of the Diocese in its own right as provided by Canon 12.

Section 3. Whenever the penalty of exclusion or suspension from Lay representation in the Convention shall be inflicted on a Parish, as provided in Section 5 of Article IV of the Constitution, the sentence shall specify on what terms or at what time said penalty shall cease.

CANON 18

Convocations and Districts

With the consent of the Bishop the Executive Council may divide the Diocese into Convocations, or into Districts, or into both Convocations and Districts, and shall prescribe their boundaries and functions.

CANON 19

Development Commissions

Section 1. An Episcopal Development Commission may be created by the Episcopal churches in any community or area within the Diocese in which there is more than one Episcopal church. The written approval of the Bishop shall be required for the creation of each such Commission, and he shall define the boundaries of the community or area in which the Commission shall operate. Such boundaries may be amended by the Commission with the approval of the Bishop.

Section 2. Each commission shall be designated as "The Episcopal Development Commission of _____" (the city, county, community or area covered).

Section 3. The Commission shall consist of all clergy (other than retired priests) residing within or connected with Episcopal churches located within the Commission's area, and lay persons selected by the vestries of such churches. The number of lay persons from each of the churches shall be determined by the commission, but each parish or mission within the Commission's area shall have at least one lay representative. The lay representatives shall be selected for terms of one year, but they shall be eligible for reelection.

Section 4. Each Commission shall elect for one-year terms a chairman, a secretary and such other officers as it may deem advisable. Each Commission shall meet at least quarterly and shall make written reports of its proceedings to the Bishop and to each Episcopal church within its area, at least annually.

Section 5. The purposes and functions of the Episcopal Development Commission shall include the following:

a. Stimulate and encourage the Episcopal churches in the area to work together on common tasks and problems.

b. Study and plan for the future development of the Episcopal Church within the area.

c. Advise the Bishop, Executive Council and Diocesan Departments on problems and opportunities within the area.

d. Improve communication and understanding of Diocesan programs and projects among churches and people of the area.

e. Encourage participation in ecumenical studies and projects.

CANON 20

Archdeacons

Section 1. The Bishop shall have power, with the consent of the Convention, to appoint one or more Archdeacons, who shall be Presbyters canonically resident in the Diocese, and who shall, if praticable, be detached from any Parochial Cure.

Section 2. The authority and the duties of an Archdeacon shall be such as are committed to him in writing by the Bishop. He shall be amenable to the Bishop in all his acts and appointments, and shall make such reports as the Bishop may require.

CANON 21

The Election of a Bishop, Bishop Coadjutor or Bishop Suffragan

Section 1. The vote shall be taken by ballot and by Orders and Parishes, in accordance with Article XIII of the Constitution.

Section 2. Nominations shall be made in open Convention in joint session of Clerical and Lay Delegates, and may be made by any person entitled to vote in the Convention.

Section 3. When the nominations have been closed, the Secretary shall call the roll of the Clergy, and as each Clergyman's name is called he shall deposit his ballot with the Tellers. The roll of the Parishes and Missions, shall then be called by the Secretary, and as each is called it shall deposit its ballot with the Tellers. The Tellers shall count the vote of each Order separately and report the result to the Chairman who shall announce the same. If the same person shall receive the necessary vote of both Orders, he shall be delcared duly elected. If no person is elected they may continue to vote as above ordered until an election is made.

Section 4. By consent of the Convention, Clergy and Laity may separate for deliberation, to re-assemble in joint session at a specified time, and by like consent may proceed jointly to further nominations; after which the balloting shall be resumed in accordance with the provisions of Section 3.

CANON 22

Meeting of the Congregation

The Rector or Minister-in-charge, or in his absence the Wardens, shall call a meeting of the Congregation at such time after the adjournment of the Convention as shall seem best to him or them, at which meeting reports shall be made by the Rector, the Superintendent of the Sunday School, a representative of the Episcopal Churchwomen, and of any other Parish organization. After these reports the meeting may be opened for discussion of matters of interest to the Congregation.

CANON 23

Of the Duties of Members of the Church

The members of this Church shall conform to its teachings and to the Creed upon which it is founded, and shall as far as in them lies, live in the exercise of those Christian principles and duties prescribed in the Holy Scriptures and illustrated in the Book of Common Prayer, and shall further instruct their families and those dependent on them in like duties and principles both by example and precept. They shall use all sober and godly conversation, shall daily exercise family worship, be charitable in act and works, and shall celebrate and keep holy the Lord's Day, giving all due attention to the Services of the Church and to Public Worship.

CANON 24

Registration, Reports, etc.

Section 1. Private and Parish Registers. Each Clergyman of this Diocese shall keep a register of all Baptisms, Confirmations, Marriages, and Funerals within his Parish, or Cure, specifying the names of the persons in each instance, the parentage and date of birth of those baptized, with the names of their sponsors or witnesses and the time when each rite is performed, which register shall be transcribed at least once each month into a book to be provided for the purpose by the Vestry of the Parish.

Section 2. List of Communicants, etc. It shall be also the duty of each Clergyman to keep a list of the communicants within his Cure, and so far as practicable, of the families and adult persons within the same, to remain for the use of his successor.

Section 3. Parochial Reports. Each Clergyman shall report to the Bishop, through the Secretary, not later than February 1st, all of his official acts from the closing of his last report to and including December 31st preceding the Annual Convention, and all information concerning the state of his Parish, or Cure, according to the form prescribed by the Executive Council. He shall specify his official acts outside of his Cure.

Section 4. Reports by Wardens. In the case of a Parish without a Rector, it shall be the duty of the Wardens to make the Parochial Report required by this Canon.

Section 5. Communicants to be reported. In making the above reports all communicants shall be included, except those who have been repelled by the proper authority.

Section 6. Failure to keep the records or to file the reports required by this Canon or by General Church Canons shall result in the imposition of those penalties set forth in Article IV of the Constitution of the Diocese.

CANON 25

Salaries, Compensation, etc.

Section 1. The salary of the Bishop of the Diocese for each calendar year shall be recommended by the Executive Council and included in the budget submitted by it to the Annual Convention; and the salary as fixed in the budget adopted by the Convention shall be paid to the Bishop for the calendar year for which the budget is adopted. The salary as above determined includes all income received from the Bishop Watson Fund for the support of the Episcopate. The salary shall be paid in 12 equal monthly installments, the first installment to be paid on January 31st of said calendar year and a like amount on the last day of each month in said calendar year.

Section 2. Each Deputy to the General Convention, actually attending the same, shall be entitled to have the necessary expenses incurred by such attendance paid out of the funds of the Diocese; provided, the amount shall not exceed such limit as may from time to time be fixed by the Executive Council.

Section 3. Each clerical and lay delegate to an annual or special Diocesan Convention, actually attending the same, shall be entitled to have the reasonable and necessary expenses incurred by such attendance paid by the parish or mission which he or she represents, provided that the amount in each case shall not exceed such limit as may be fixed by the vestry of such parish or mission.

CANON 26

Of the Church Pension Fund

Section 1. In conformity with the legislation adopted by the General Convention of 1913, pursuant to which The Church Pension fund was duly incorporated, and in conformity with the Canon of the General Convention, "Of The Church Pension Fund," as heretofore amended and as it may hereafter be amended, the Diocese of East Carolina hereby accepts and acknowledges The Church Pension Fund, a corporation created by Chapter 97 of the Laws of 1914 of the State of New York as subsequently amended, as the authorized and approved pension system for the clergy of the Protestant Episcopal Church in the United States of America and for their dependents, and declares its intention of supporting said Fund in accordance with its Rules.

Section 2. The Bishop of this Diocese shall appoint annually during the opening of the Convention a Church Pension Fund Committee to consist of three presbyters and two laymen, for a term of one year and until their successors shall have been appointed or qualified, and the Bishop may from time to time fill by appointment any vacancies in said Committee caused by resignation, death or inability to act.

Section 3. The duties of said Committee shall be as follows:

(a) To be informed of, and to inform the Clergy and laity of this Diocese of the pension system created by the General Convention and committed by it to the Trustees of the Church Pension Fund, in order that the ordained clergy of the Church may be assured of pension protection for themselves in the event of old age or total and permanent disability and for their widow and minor orphan children in the event of death.

(b) To receive reports from The Church Pension Fund from time to time on the status of the pension assessments payable to said Fund, under its Rules and as required by Canon Law, by this Diocese and by Parishes, Missions and other ecclesiastical organizations within the Diocese.

(c) To make an annual report to the Convention of this Diocese on such matters relating to the Church Pension Fund as may be of interest to the said Convention.

(d) To cooperate with the Church Pension Fund in doing all things necessary or advisable in the premises to the end that the Clergy of this Diocese may be assured of the fullest pension protection by said Fund under its established Rules.

Section 4. It shall be the duty of this Diocese and of the Parishes, and Missions and other ecclesiastical organizations therein, each through its Treasurer or other proper official, to inform The Church Pension Fund of salaries and other compensation paid to clergymen by said Diocese, Parishes, Aided Parishes, Missions and other ecclesiastical organizations for services rendered, currently or in the past, prior to their becoming beneficiaries of said Fund, and changes in such salaries and other compensation as they occur; and to pay promptly to The Church Pension Fund the pension assessments required thereon under the Canon of the General Convention and in accordance with the Rules of said Fund.

Section 5. It shall be the duty of every clergyman canonically resident in or serving in this Diocese to inform The Church Pension Fund promptly of such facts, as dates of birth, or ordination or reception or marriage, births of children, deaths, and changes in cures or salaries, as may be necessary for its proper administration and to cooperate with said Fund in such other ways as may be necessary in order that said Fund may discharge its obligations in accordance with the intention of the General Convention in respect thereto.

Section 6. It shall be the duty of this Diocese and of the Parishes and Missions and other ecclesiastical institutions and organizations therein, to participate in all medical care, hospitalization, health, accident and life insurance plans for clergy which are made mandatory on a nation-wide basis for clergy of the Episcopal Church by action of the General Convention, or under its authority, and to pay promptly to the The Church Pension Fund the premiums or assessments required to maintain such coverage in accordance with the Rules of said Fund. The Diocesan Convention, or when it is not sitting the Executive Council, shall make all decisions and take all action necessary to carry out the provisions of this Canon.

CANON 27

Clergy Liable to Missionary Duty

All Clergymen of the Diocese receiving aid from its missionary funds or from the General Missionary funds, shall perform such missionary duties within the Diocese as may be prescribed by the Bishop, and the amount of compensation therefore shall be fixed from time to time by the Executive Council.

CANON 28

Trial of Clergymen

Section 1. The Presentment. Any Clergyman shall be liable to presentment and trial for false doctrine, immorality, disorderly conduct, violation of the rubrics of the Book of Common Prayer, of the Constitution or Canons of the Church in the United States, or of the Constitution or Canons of the Church of the Diocese.

Such presentment shall be made by the Vestry of the Parish in which said Clergyman has charge or in which he resides or by at least three communicants of the Diocese, of full age, or by two or more Presbyters who shall have been canonically resident therein for one year.

No presentment shall be made in any case of any offense alleged to have been committed more than five years before the date of the presentment, provided, that if the accused be convicted of the alleged offense in a civil court, presentment may still be made within one year after said conviction.

Said presentment shall be made to the Bishop in writing, with the names of the presenters prescribed, and shall distinctly declare, with all reasonable specifications of time and circumstances, the nature of the offense or offenses with which said Clergymen may be charged.

Section 2. Public Rumor. Although no such presentment is made, if public rumor charges any Clergyman with the commission of any of the offenses above enumerated, the Bishop may appoint two or more Presbyters to investigate the truth of such rumor, and if such investigation proves adverse to the Clergyman so charged, said Presbyters shall make presentment as above, according to the forms and regulations there provided. The presenters shall, in all cases, assume the responsibility of conducting the prosecution.

Section 3. Service of Presentment—Constitution of Court. Should the Bishop be of the opinion, from the nature of the charge or charges made, that the presentment contains sufficient grounds for proceeding to trial, he shall cause a copy thereof to be forthwith sent to the accused. He shall then give notice to the Standing Committee, who there upon shall elect seven Presbyters, actually and canonically resident in the Diocese, from whom the President of the Standing Committee shall, in writing, call upon the accused to elect three. In case the accused refuses or neglects to make such election within ten days after the notice as aforesaid, the Standing Committee shall make the election.

The three Presbyters so elected shall constitute a court for the trail of the accused, and shall have all powers necessary for the due conducting of said trial.

Section 4. Lay Assessors. The Bishop shall appoint a member of the legal profession, who shall also be a communicant of the Church, as Assessor to the Court, to advise the Court, if requested, upon all questions of law which may arise during the trial.

Section 5. Time and Place of Trial and Notice Thereof. The Bishop shall appoint a time and place of trial, and shall give notice thereof to the members of the Court, the Assessor, the Presenters, and the Accused, at which time and place the witnesses also shall be notified to attend.

Section 6. Assembling of Court and Record of Proceedings. The Court shall assemble at the time and place appointed, and shall proceed to examine fully the charges, and shall keep an accurate record of all their proceedings and of the evidence.

Section 7. Nature of Evidence and How Given. No charge shall be considered as established unless proven by two witnesses, or by one witness and corroborating circumstances.

Testimony may be given orally before the Court or in writing, upon interrogatories and cross interrogatories, to be previously filed with the Secretary or Registrar of the Court. Any one or more of the witnesses may be examined on oath or affirmation on the requisition of either party.

Section 8. Decision of the Court and the Sentence. A unanimous vote of the members of the Court, on one or more of the charges shall be necessary to the conviction of the accused, and if their decision is adverse to the accused, they shall proceed to determine the kind and degree of punishment commensurate, in their opinion, with the offense or offenses committed. They shall transmit to the Bishop, under their hand, a record of their proceedings. The judgment of the Bishop on such decisions shall be final; except that he shall have no power to increase the punishment recommended by the Court.

Section 9. Suspension, or any heavier sentence, shall ipso facto sever the connection of the Clergyman with the Parish.

Section 10. The Record to be Filed. The record provided for in the sixth section of this canon, together with the Bishop's sentence endorsed, shall be preserved among the papers of the Diocese.

Section 11. Notices. For the purpose of any notice provided for by this Canon, it shall be sufficient to serve it either personally or by leaving a copy at the last place of residence of the accused.

Section 12. Confession of an Offense. When a Clergyman shall make confession to the Bishop of the commission of any of the offenses enumerated in the first section of this Canon, the Bishop shall proceed to inflict such ecclesiastical censure or punishment upon the Clergyman so confessing as he (the Bishop) shall think right.

Section 13. Renunciation of False Doctrine. In the case of any accusation of false doctrine, a renunciation of the same, to the satisfaction of the Bishop, shall stay all further proceedings.

CANON 29

The Duties of a Rector or Minister in Charge

Section 1. It shall be the duty of the Rector or Minister of every Parish or Congregation, learning of the removal of the communicant of his Parish or Congregation to another Cure, without having secured a letter of transfer as provided for by General Church Canons Title I, Canon 16, Section 5, paragraph (a), with the consent of said communicant, to transfer him to the Cure to which he has removed.

Section 2. It shall be the duty of the Rector or Minister in charge of a Parish or Congregation to submit to the Bishop for his examination at the time of his annual visitation the Parish Register that he may determine that all entries are properly made, all members accounted for and that the register is properly indexed.

CANON 30

Ammendment to the Canons

Amendments to the Canons shall be made in accordance with Article XV of the Constitution, and shall take effect upon their passage, unless otherwise ordered by the Convention.

CANON 31

Offical Copies

There shall be provided by the Secretary of the Convention three official copies of the Constitution, Canons and Rules of Order as they now exist, each certified by said Secretary that it is a correct copy. One shall be delivered to the Bishop of the Diocese, one kept by the Secretary of the Diocese and one delivered to the Chancellor of the Diocese; and as changes are made from time to time certified copies of said changes shall be furnished by the Secretary of each of said officals to the end that there shall always be preserved for the use of the officials of the Diocese three sets of these documents.

CANON 32

Commission on Planning, Design and Construction

Section 1. There shall be a Diocesan Commission on Planning, Design and Construction, consisting of twelve persons, clergy and lay, elected by the Convention, on nomination by the Bishop, for three year terms, provided that the terms may be varied initially to produce staggered terms. The persons elected shall, to the extent practicable, have expertise and interest in such areas as liturgy, finance, insurance, planning, architectural design, engineering, construction and contract law.

Section 2. The function of the Commission is to assist and advise the Diocese and its parishes and missions in planning, designing, financing and constructing buildings and facilities, including construction of new churches and other buildings, expansion and renovation of existing buildings, and restoration of historic structures.

Section 3. Before proceeding with the design or construction of any church, parish house, rectory or other building, any parish or mission may present to the Commission for its recommendations and suggestions on real estate contracts, architectural and construction contracts, master plans, preliminary plans, working drawings, specifications, construction documents and other related documents.

Section 4. Each Diocesan council, committee and department, and every parish or mission receiving construction funds or loans from the Diocese or any Diocesan agency or foundation shall be required to consult with the Commission, to submit the pertinent documents described in Section 3 and to obtain the approval of the Commission thereon; provided that such approval shall not be required for projects in a planning or construction stage prior to February 12, 1983. The documents above mentioned shall be prepared by and construction shall be administered by an architect or engineer registered in the State of North Carolina in accordance with its registration laws. Where such laws do not require a registered architect or engineer, this requirement may be waived by the Commission upon request.

Section 5. The Commission shall adopt written standard procedures for performing its functions, and shall distribute copies of any such procedures to all Diocesan officers, parishes and missions.

CANON 33

Trinity Center

Section 1. There will be a Board of Managers of Trinity Center consisting of twelve persons, clergy and lay, elected by the Convention on nomination by the Bishop, for three year terms, provided that the terms of the initial members elected by Convention on nomination by the Bishop shall be four members elected for a one year term, four members elected for a two year term and four members elected for a three year term. The Bishop shall be ex-officio Chairman of the Board of Managers.

Section 2. The function of the Board of Managers is to oversee the operation and management of Trinity Center including, but not limited to, the employment of a Director, formulating and administering an annual budget, establishing rules and regulations for sound and efficient management and performing such other duties as may be attendant thereto or directed by Convention.

Section 3. Any vacancy occurring on the Board of Managers may be filled by the Bishop until the next Convention when a new member will be elected upon nomination by the Bishop for the unexpired term.

Section 4. The Board of Managers shall make an annual report to Convention.

EXTRACTS FROM CANONS OF THE GENERAL CONVENTION

TITLE I, CANON 7

Of Business Methods in Church Affairs

Section 1. In every Diocese, Parish, Mission, and Institution, connected with this Church, the following standard business methods shall be observed:

(1). Funds held in trust, endowment and other permanent funds, and securities represented by physical evidence of ownership or indebtedness, shall be deposited with a National or State Bank, or a Diocesan Corporation, or with some other agency approved in writing by the Finance Committee or the Department of Finance of the Diocese, under a deed of trust, agency or other depository agreement providing for at least two signatures on any order of withdrawal of such funds or securities.

But this paragraph shall not apply to funds and securities refused by the depositories named as being too small for acceptance. Such small funds and securities shall be under the care of the persons or corporations properly responsible for them.

This paragraph shall not be deemed to prohibit investments in securities issued in book entry form or other manner that dispenses with the delivery of a certificate evidencing the ownership of the securities or the indebtedness of the issuer.

(2). Records shall be made and kept of all trust and permanent funds showing at least the following:

(a) Source and date.

(b) Terms governing the use of principal and income.

(c) To whom and how often reports of condition are to be made.

(d) How the funds are invested.

(3). Treasurers and custodians, other than banking institutions, shall be adequately bonded; except treasurers of funds that do not exceed five hundred dollars at any one time during the fiscal year.

(4). Books of account shall be so kept as to provide the basis for satisfactory accounting.

(5). All accounts of the Diocese shall be audited annually by an independent Certified Public Accountant. All accounts of Parishes, Missions or other institutions shall be audited annually by an independent Certified Public Accountant, or independent Licensed Public Accountant, or such audit committee as shall be authorized by the Finance Committee, Department of Finance, or other appropriate diocesan authority.

All reports of such audits, including any memorandum issued by the auditors or audit committee regarding internal controls or other accounting matters, together with a summary of action taken or proposed to be taken to correct deficiencies or implement recommendations contained in any such memorandum, shall be filed with the Bishop or Ecclesiastical Authority not later than 30 days following the date of such report, and in no event, not later than September 1 of each year, covering the financial reports of the previous calendar year.

(6). All buildings and their contents shall be kept adequately insured.

(7). The Finance Committee or Department of Finance of the Diocese may require copies of any or all accounts described in this Section to be filed with it and shall report annually to the Convention of the Diocese upon its administration of this Canon.

(8). The fiscal year shall begin January 1.

Section 2. The several Dioceses shall give effect to the foregoing standard business methods by the enactment of Canons appropriate thereto, which Canons shall invariably provide for a Finance Committee or a Department of Finance of the Diocese.

Section 3. No Vestry, Trustee, or other Body, authorized by Civil or Canon law to hold, manage, or administer real property for any Parish, Mission, Congregation, or Institution, shall encumber or alienate the same or any part thereof without the written consent of the Bishop and Standing Committee of the Diocese of which the Parish, Mission, Congregation, or Institution is a part, except under such regulations as may be prescribed by Canon of the Diocese.

Section 4. All real and personal property held by or for the benefit of any Parish, Mission or Congregation is held in trust for this Church and the Diocese thereof in which such Parish, Mission or Congregation is located. The existence of this trust, however, shall in no way limit the power and authority of the Parish, Mission or Congregation otherwise existing over such property so long as the particular Parish, Mission or Congregation remains a part of, and subject to, this Church and its Constitution and Canons.

Section 5. The several Dioceses may, at their election, further confirm the trust declared under the foregoing Section 4 by appropriate action, but no such action shall be necessary for the existence and validity of the trust.

TITLE I. CANON 17

Of Regulations Respecting the Laity

Section 1 (a). All persons who have received the Sacrament of Holy Baptism with water in the Name of the Father, and of the Son, and of the Holy Spirit, whether in this Church or in another Christian Church, and whose Baptisms have been duly recorded in this Church, are members thereof.

(b). Members sixteen years of age and over are to be considered adult members.

(c). It is expected that all adult members of this Church, after appropriate instructions, will have made a mature public affirmation of their faith and commitment to the responsibilities of their Baptism and will have been confirmed or received by a Bishop of this Church or by a Bishop of a Church in communion with this Church.

(d). Any person who is baptized in this Church as an adult and receives the laying on of hands by the Bishop at Baptism is to be considered, for the purpose of this and all other Canons, as both baptized and confirmed; also,

Any person who is baptized in this Church as an adult and at some time after the Baptism receives the laying on of hands by the Bishop in Reaffirmation of Baptismal Vows is to be considered, for the purpose of this and all other Canons, as both baptized and confirmed; also,

Any baptized person who received the laying on of hands at Confirmation (by any Bishop in apostolic succession) and is received into the Episcopal Church by a Bishop of this Church is to be considered, for the purpose of this and all other Canons, as both baptized and confirmed; and also,

Any baptized person who received the laying on of hands by a Bishop of this Church at Confirmation or Reception is to be considered, for the purpose of this and all other Canons, as both baptized and confirmed.

Section 2 (a). All members of this Church who have received Holy Communion in this Church at least three times during the preceding year are to be considered communicants of this Church.

(b). For the purposes of statistical consistency throughout the Church, communicants sixteen years of age and over are to be considered adult communicants.

Section 3. All communicants of this Church who for the previous year have been faithful in corporate worship, unless for good cause prevented, and have been faithful in working, praying, and giving for the spread of the Kingdom of God, are to be considered communicants in good standing.

Section 4 (a). A member of this Church removing from the congregation in which his or her membership is recorded shall procure a certificate of membership indicating that he or she is recorded as a member (or adult member) of this Church and whether or not such a member:

1. is a communicant;
2. is recorded as being in good standing;
3. has been confirmed or received by a Bishop of this Church or a Bishop in communion with this Church.

Upon acknowledgement that a member who has received such a certificate has been enrolled in another congregation of this or another Church, the Minister or Warden issuing the certificate shall remove the name of the person from the parish register.

(b). The Minister or Warden of the congregation to which such certificate is surrendered shall record in the parish register the information contained on the presented certificate of membership, and then notify the Minister or Warden of the congregation which issued the certificate that the person has been duly recorded as a member of the new congregation.

Whereupon the person's removal shall be noted in the parish register of the congregation which issued the certificate.

(c). If a member of this Church, not having such a certificate, desires to become a member of a congregation in the place to which he or she has removed, that person shall be directed by the Minister of the said congregation to procure a certificate from the former congregation, although on failure to produce such a certificate through no fault of the person applying, appropriate entry may be

made in the parish register upon the evidence of membership status sufficient in the judgment of the Minister or Warden.

(d). Any communicant of any Church in communion with this Church shall be entitled to the benefit of this section so far as the same can be made applicable.

Section 5. No one shall be denied rights or status in this Church because of race, color, or ethnic origin.

Section 6. A person to whom the Sacraments of the Church shall have been refused, or who has been repelled from the Holy Communion under the rubrics, or who desires a judgment as to his or her status in the Church, may lodge a complaint or application with the Bishop or Ecclesiastical Authority. No Minister of this Church shall be required to admit to the Sacraments a person so refused or repelled without the written direction of the Bishop or Ecclesiastical Authority. The Bishop or Ecclesiastical Authority may in certain circumstances see fit to require the person to be admitted or restored because of the insufficiency of the cause assigned by the Minister. If it shall appear to the Bishop or Ecclesiastical Authority that there is sufficient cause to justify refusal of the Holy Communion, however, appropriate steps shall be taken to institute such inquiry as may be directed by the Canons of the Diocese; and should no such Canon exist, the Bishop or Ecclesiastical Authority shall proceed according to such principles of law and equity as will insure an impartial investigation and judgment.

Section 7. No unbaptized person shall be eligible to receive Holy Communion in this Church.

TITLE II, CANON 1
Of the Due Celebration of Sundays

All persons within this Church shall celebrate and keep the Lord's Day, commonly called Sunday, by regular participation in the public worship of the Church, by hearing the Word of God read and taught, and by other acts of devotion and works of charity, using all godly and sober conversation.

Rules of Order

I. On the first day of the Convention at the time appointed, the Holy Communion shall be administered.

Promptly thereafter, the delegates shall assemble for the organization of the Convention and the transaction of business. The presiding officer shall call the Convention to order and ascertain if there is a quorum present, and upon it appearing that there is a quorum present as required by Article VI of the Constitution, the Convention shall be organized by the election of a Secretary and shall then proceed with the transaction of the business of the Convention as set out in the Canons and Rules of Order.

II. The Standing Committee and other committees shall be elected or appointed as soon as practicable after the organization of the Convention, except that the appointment of the Committee on Canons and other committees, in the discretion of the Bishop, may be delayed for the receipt of reports from committees of the previous year.

III. All Committees shall be appointed by the Bishop unless otherwise ordered.

IV. Officers shall be elected as provided in the Constitution and Canons.

V. The order of business proposed by the Bishop and adopted by the Convention shall be the regular order of business, subject to change by the Presiding Officer as Provided in Rule XXI or by the Convention by majority vote.

VI. After the Bishop has taken the chair, no member shall continue standing, except to address the chair.

VII. Speakers shall address the chair, and shall confine themselves to the point in debate.

VIII. No motion shall be considered unless seconded, and if required, reduced to writing. All resolutions, except resolutions presented in conjunction with Department, Committee and Commission reports and resolutions of appreciation to the host church, shall be introduced on the first day of the annual Convention and voted upon the second day.

IX. When the Bishop is putting any question, the members shall continue in their seats, and shall not hold any private discourse.

X. When a question is under consideration, no motion shall be received, unless to lay on the table, to postpone to a certain time, to postpone indefinitely, to commit, to amend, or to divide; and motions for any of these purposes shall have precedence in the order herein named. The motions to lay on the table and to adjourn shall always be in order, and shall be decided without debate; and of these the motion to adjourn shall take precedence.

XI. If the question under debate contains several distinct propositions, the same shall be divided at the request of any member, and a vote taken separately, except that a motion to strike out and insert shall be inadvisable.

XII. All amendments shall be considered in the order in which they are moved.

When a proposed amendment is under consideration, a substitute to the whole matter may be received. No proposition on a subject different from the one under consideration shall be received under cover of a substitute.

XIII. In voting by Orders, the name of each Parish shall be called and it shall vote either "Aye" or "No" except in case of a divided vote. The majority of the votes of the Delegates from a Parish shall determine the vote of such Parish, but should the vote be equally divided, one-half of such vote shall be recorded as "Aye" and one-half as "No," and it shall be the duty of the Secretary to record the names of the Parishes and the votes which they respectively give.

XIV. A motion to reconsider any vote shall not be in order, except on the same day on which the vote is taken: Provided, always that a vote or question may be reconsidered at any time by the consent of two-thirds of the Convention; provided further, that no motion to reconsider shall be made on the last day of the Convention, except on a vote or question taken on that day.

XV. The reports of all committees shall be in writing and shall be received of course, and without motion for acceptance, unless recommitted. All reports recommending or requiring any action or expression of opinion by the Convention shall be accompanied by a corresponding resolution.

XVI. All questions of order shall be decided by the chair without debate, but any member may appeal from such decision. On such appeal no member shall speak more than once without leave.

XVII. No member shall be absent from the session of the Convention without leave, unless he is unable to attend.

XVIII. When the Convention is about to rise, every member shall keep his seat until the Bishop leaves the chair.

XIX. On motion duly put and carried, the Convention may resolve itself into a Committee of the Whole, with or without closed doors, for the purpose of discussing such subjects as may be approved by the Convention.

The Bishop may select and announce subjects for discussion: **Provided**, that if the motion to go into a Committee of the Whole has specified the subject to be discussed, that subject shall be disposed of.

XX. The rules of order or any one of them may be suspended by a majority vote of the Convention whenever the Presiding Officer decides that an urgent matter should come before that Convention for prompt action.

XXI. The Presiding Officer may in his discretion, to expedite the business of the Convention, transpose the regular order of business.

XXII. Where a question arises which is not controlled by any of the existing rules of order, the Diocesan Convention shall follow the rules of the General Church pertaining to said question, and if it has no rules applicable thereto, then the Diocesan Convention shall be governed by the current edition of Robert's Rules of Order.

The Episcopal Foundation

of the

Diocese of East Carolina, Incorporated

Charter and By-Laws

(AS AMENDED)

THE CHARTER OF THE EPISCOPAL FOUNDATION OF THE DIOCESE OF EAST CAROLINA, INCORPORATED

(As Amended)

1st. The name of this Corporation is The Episcopal Foundation of The Diocese of East Carolina, Incorporated.

2nd. The location of the principal office of the corporation in this State is at Wilmington, in the County of New Hanover, but it may have one or more branch offices and places of business in the Diocese of East Carolina.

3rd. This Corporation is formed by the Diocese of East Carolina of the Protestant Episcopal Church exclusively for religious, educational and charitable purposes, including the purpose of holding, managing and investing property of the Diocese of East Carolina, either temporarily, for a specified or indefinite time, or permanently, and the purpose of providing (1) funds, the income from which is to be used for the promotion of new work in the Diocese of East Carolina and for the development of the religious, educational and charitable work of the Protestant Episcopal Church in the Diocese of East Carolina, (2) funds to be used for making loans to parishes, missions, diocesan institutions and church organizations for capital improvements, (3) funds for capital grants to parishes, missions, diocesan institutions and church organizations for capital improvements, and (4) unrestricted funds for use at the discretion of the Board of Directors of the Foundation.

4th. And for the purposes herein specified, the Corporation shall have the right to receive by Will, Deed, gift or otherwise: to hold, own, sell and dispose of real, personal and mixed property of every kind and description, and the Corporation shall also have the authority to be named as a beneficiary in policies of life insurance and act as such beneficiary.

5th. The Corporation shall have authority in its corporate name to buy, sell, convey and lease real and personal property; and invest or otherwise dispose of any and all property belonging to the Corporation when authority therefor has been duly given as provided by the By-Laws of the Corporation, and shall have such other powers, privileges and authority as are given by the laws of the State of North Carolina now enacted or which may be hereafter enacted.

6th. The Corporation shall not have members or capital stock and no stock or shares shall be issued. No incorporator, director or officer shall at any time be considered to be the owner of any of the assets, property or income of the Corporation, nor shall he, by distribution, liquidation, dissolution or in any other manner, be entitled to or receive any of said assets, property or income, all of which shall be devoted exclusively and forever to the purposes of the Corporation or disposed of as hereinafter provided. The Corporation is not organized and shall not operate for profit, and no part of its net earnings shall inure or may lawfully inure to the benefit of any private shareholder, incorporator, director, officer or individual. The above provisions, however, shall not prevent the payment of reasonable compensation to any person, organization, firm or corporation of services rendered to this Corporation. No substantial

part of the activities of the Corporation shall consist of carrying on propaganda, or otherwise attempting to influence legislation. The Corporation shall not participate in, or intervene in (including the publishing or distributing of statements) any political campaign on behalf of any candidate for public office. The Corporation shall not lend any part of its assets, property or income to any incorporator, director or officer of, or any substantial contributor to, the Corporation, to any member of the family of any such person, or to any corporation controlled by any such person; nor shall the Corporation pay any compensation in excess of a reasonable allowance for salaries or other compensation for personal services actually rendered, to any such persons or corporations; nor shall the Corporation make any part of its services available on a preferential basis to any such persons or corporations; nor shall the Corporation make any substantial purchase of securities or other property from or sell any substantial part of its securities or other property to any such persons or corporations for other than an adequate consideration in money or money's worth; nor shall the Corporation engage in any other transaction which results in a substantial diversion of its assets, property or income to any such persons or corporations. The Corporation shall not (i) accumulate its income if any such accumulations are unreasonable in amount or duration in order to carry out the religious, educational and charitable purposes for which it is organized or (ii) use any such accumulated income for purposes or functions other than the religious, educational and charitable purposes for which it is organized or (iii) invest any such accumulated income in such a manner as to jeopardize the carrying out of the religious, educational and charitable purposes for which it is organized. The Corporation shall distribute its income for each taxable year at such time and in such manner as not to become subject to the tax on undistributed income imposed by Section 4942 of the Internal Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws. The Corporation shall not engage in any act of self-dealing as defined in Section 4941 (d) of the Internal Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws. The Corporation shall not retain any excess business holdings as defined in Section 4943 (c) of the Internal Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws. The Corporation shall not make any investments in such manner as to subject it to tax under Section 4944 of the Internal Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws. The Corporation shall not make any taxable expenditures as defined in Section 4945 (d) of the Internal Revenue Code of 1954, or corresponding provisions of any subsequent federal laws. It is intended that the Corporation shall qualify as an organization (i) which is exempt from income taxes under the United States Internal Revenue Code of 1954 and corresponding provisions of subsequent federal tax laws and under any applicable laws of the State of North Carolina from time to time in effect and (ii) contributions to which are deductible for income, gift and estate tax purposes under said Internal Revenue Code of 1954 and corresponding provisions of subsequent federal tax laws and under any applicable laws of the State of North Carolina from time to time in effect. In the event the Corporation is liquidated or dissolved, voluntarily or involuntarily, the assets and property of the Corporation, after payment or arrangement for payment of its debts and obligations, shall be transferred, conveyed and delivered to the Trustees of the Diocese of East Carolina; provided,

that any funds or property held by the Corporation upon any condition requiring the return, transfer or conveyance of said funds or property, or the unused portion thereof, upon liquidation or dissolution of the Corporation shall be returned, transferred or conveyed in accordance with said condition.

7th. The Trustees heretofore elected and now serving shall hereafter be known and designated as Directors and shall continue to serve in their respective offices until their successors have been duly elected and qualified, and said Directors shall be vested with all the same rights and subject to the same responsibilities as when designated as Trustees.

8th. Subject to the approval of the Diocesan Conventions, the Directors shall have full power and authority to promulgate, alter and amend such By-Laws, rules and regulations as in their discretion will best promote the interests and purposes for which this corporation is created.

9th. The period of existence of this Corporation is unlimited.

The original Charter was revised and rewritten by Certificate of Amendment filed March 26, 1957, in the Office of Secretary of State.

An amendment rewriting the 3rd and 6th articles was adopted by the Directors and approved by the Diocesan Convention January 29, 1971. Articles of Amendments were filed June 17, 1971 in the Office of Secretary of State.

BY-LAWS OF THE EPISCOPAL FOUNDATION OF THE DIOCESE OF EAST CAROLINA, INCORPORATED

(As Amended)

ARTICLE I: The officers of the Corporation shall be a Chairman; a Vice Chairman; a President; a Vice President; a Secretary; and a Treasurer; and such other officers as the Directors from time to time deem advisable. The office of Secretary and the office of Treasurer may be held by the same individual.

ARTICLE II: The seal of the Corporation shall be in the following form, to wit—the word "Seal" surrounded by two concentric circles with the words "The Episcopal Foundation of The Diocese of East Carolina, Incorporated" in the margin between circumference of the two said circles.

ARTICLE III: The affairs of the Corporation shall be managed by a Board of Directors of not less than seven (7) persons and not more than thirty (30) persons to be nominated by the Bishop of the Diocese and elected by the Diocesan Convention. The Trustees of the Diocese shall at all times be members of the Board of Directors, nominated and elected as described, and they shall be included in determining the number of directors within the above limits. Such management shall be in accordance with the By-Laws of the Corporation; provided however that the Bishop of the Diocese of East Carolina shall be at all times Chairman of the Board of Directors and the Chancellor of the Diocese Vice Chairman of the Board; provided also that the Bishop Coadjutor shall be a member of the Board of Directors. The members of the Board of Directors shall be elected for a term of four years, unless otherwise specified at the time of election, by the Diocesan Convention in session at the time of the expiration of the term of their predecessors in office, and such retiring Directors shall hold office until their successors are elected and qualified.

ARTICLE IV: The exact number of the Board of Directors, within the above limits, may be increased or decreased from time to time, as the affairs of the Corporation may render proper, by the annual Convention of the Diocese of East Carolina, upon nomination by the Bishop. Upon nomination by the Bishop, associate Directors not exceeding five (5) in number, may be appointed by the Directors of the Corporation from time to time to serve from the date of their appointment until the adjournment of the next annual Diocesan Convention. All Directors, other than the Bishops of the Diocese, shall be lay persons who are interested in the work of the Episcopal Church in the Diocese of East Carolina. The removal of any Director from the Diocese of East Carolina or the severance of his membership in the Protestant Episcopal Church in the Diocese of East Carolina shall automatically work a cancellation of his position as a Director in this Corporation. And all vacancies occurring on said Board of Directors shall be filled by the Board and such persons elected to fill such vacancies shall hold office for the unexpired portion of the terms of their respective predecessors.

ARTICLE V: The annual meeting of the Directors of the Corporation shall be held on the day prior to the assembling of the annual Diocesan Convention of the Diocese of East Carolina, at the place where

said Convention is to be held. If for any cause the meeting is not held on the day preceding the assembling of said Convention, it shall be held during the time of the Convention or as soon thereafter as is convenient. If for any reason the said annual meeting is not held at one of the times above provided, it shall be held at a time and place to be fixed by the Bishop after conference with the President and Secretary.

ARTICLE VI: General or special meetings of the Directors of the Corporation may be called by the President or any three members of the Board of Directors at such time and place as shall be indicated in such call after at least three days notice by mail to all of the members of the Board of Directors.

ARTICLE VII: There shall be an Executive Committee consisting of the Bishop and the President of the Corporation, who are Ex-Officio members of said Executive Committee, and five Directors who shall be elected annually by the Board of Directors from its membership. The Secretary of the Executive Committee shall be appointed by the President of the Corporation but the Secretary need not be a Director of the Corporation. The Bishop or the President of the Corporation, together with three of the other members of the Executive Committee, shall constitute a quorum for the transaction of business and shall by majority vote possess and exercise all the powers and duties of the Board of Directors with reference to all matters, but only when the Board of Directors is not in session. The Executive Committee shall keep a record of all of its proceedings which shall be certified by the Secretary of the Executive Committee under his hand and which record shall be read at the next meeting of the Board of Directors. The Secretary of the Executive Committee shall call meetings of the Executive Committee upon the request of the Bishop or of the President or upon request of any three members of the Executive Committee.

ARTICLE VIII: All conveyances of real property by the Corporation shall be executed in the name of the Corporation by the President or the Vice President and attested by the Secretary or Assistant Secretary of the Corporation and the corporate seal attached thereto. No conveyances of real estate or bills of sale or transfers of securities, or stocks or other personal property shall be made except by authority of a resolution duly passed by majority vote at a duly constituted meeting of the Executive Committee.

ARTICLE IX: The duties of the secretary and the duties of the treasurer shall be prescribed by the Board of Directors of the Corporation.

ARTICLE X: A majority of the total number of Directors shall be necessary to constitute a quorum for a valid meeting of the Board of Directors for the transaction of business and performance of duties imposed on the Board of Directors by the Charter of this Corporation or by the By-Laws thereof.

ARTICLE XI: The Directors shall designate a depository for the Funds of the Foundation, which depository may also be Custodian of all securities of the Foundation, and the Directors in their discretion may authorize the depository and Custodian to also act as Fiscal Agent for the Foundation. The Fiscal Agent selected by the Executive Committee of the Foundation shall be approved by the Board of Directors.

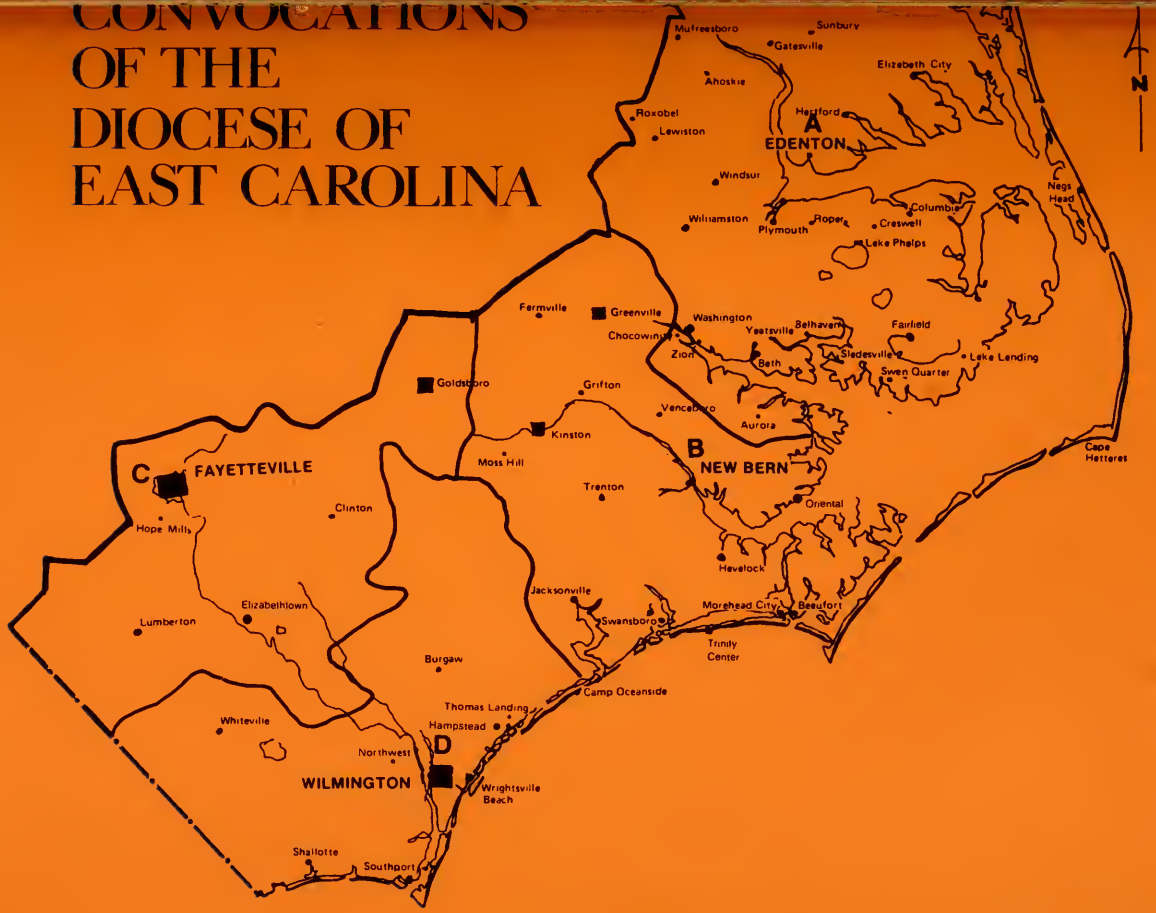
ARTICLE XII: At the annual Diocesan Convention at which Directors of the Corporation are to be elected as hereinbefore provided, the number of Directors for the ensuing term of four years shall be fixed by the convention and the convention shall then elect the number of Directors so specified who shall hold office for four years from the adjournment of the convention at which they are elected until their successors are elected and qualified.

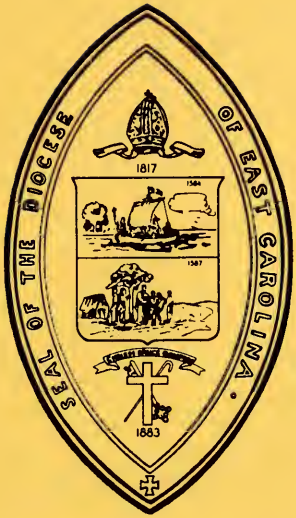
ARTICLE XIII: The Bishop of the Diocese of East Carolina shall Ex-Officio be a member of all of the Committees of the Board of Directors. The Chancellor of the Diocese of East Carolina shall Ex-Officio be a member of the Board of Directors.

ARTICLE XIV: These By-Laws may be altered, amended or repealed at any meeting of the Board of Directors. Such change in By-Laws shall be reported to the next annual Diocesan Convention for its consideration and approval.

ARTICLE XV: The Charter of the Foundation may be altered or amended by the Board of Directors. Such alteration or amendment shall not be legally implemented under the laws of North Carolina until the same shall have been reported to the next annual Diocesan Convention for its consideration and be approved by the Convention.

CONVOCATIONS OF THE DIOCESE OF EAST CAROLINA





Journal of the Diocese of East Carolina

ONE HUNDRED SEVENTH ANNUAL CONVENTION
Lenoir Community College
Kinston, North Carolina
February 8, 9 and 10, 1990

CONSTITUTION, CANONS AND RULES OF ORDER
of the Diocese of East Carolina
and
CHARTER AND BY-LAWS OF THE EPISCOPAL FOUNDATION
of the Diocese of East Carolina

1990

INTERDIOCESAN INSTITUTIONS

THE UNIVERSITY of the SOUTH
Sewanee, Tennessee

SAINT MARY'S COLLEGE
Raleigh, North Carolina

THOMPSON CHILDREN'S HOME
Charlotte, North Carolina

SAINT AUGUSTINE'S COLLEGE
Raleigh, North Carolina

KANUGA CONFERENCES, INC.
Hendersonville, North Carolina

JOURNAL

of the

ONE HUNDRED SEVENTH ANNUAL CONVENTION

of the

PROTESTANT EPISCOPAL CHURCH

in the

DIOCESE OF EAST CAROLINA

Lenoir Community College

Kinston, North Carolina

February 8, 9 and 10, 1990

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THE DIRECTORY

BISHOP
The Rt. Rev. Brice Sidney Sanders, D. D.
P. O. Box 1336, Kinston, NC 28503

RETIRED BISHOPS OF EAST CAROLINA
The Rt. Rev. Hunley Agee Elebash, D. D.
1905 Live Oak Parkway, Wilmington, NC 28403
The Rt. Rev. Thomas H. Wright
1625 Futch Creek Road, Wilmington, NC 28405

CHANCELLOR
Mr. P. C. Barwick
P. O. Drawer 3557, Kinston, 28502

SECRETARY
The Rev. C. Phillip Craig
P. O. Box 1318, Kinston, NC 28501

TREASURER
Mr. Wallace Weeks
P. O. Box 871, Kinston, NC 28501

HISTORIOGRAPHER
Dr. Lawrence F. Brewster
1205 Oakview Drive, Greenville, NC 27834

STANDING COMMITTEE
The Rev. Edward Dunlap, President, Goldsboro, to 1991
The Rev. Joshua MacKenzie, V-President, Elizabeth City, to 1992
Mrs. Helen Rountree, Secretary, Greenville, to 1992
Mrs. Ruth Woodley, Secretary, Columbia, to 1993
The Rev. Phillip Craig, Kinston, to 1993
Dr. Allen Hornthal, Edenton, to 1991

EXECUTIVE COUNCIL
The Rt. Rev. Brice Sidney Sanders, D. D., Chairman

EX-OFFICIO MEMBERS
The Rev. A. C. Marble, Jr.
The Rev. Edward Dunlap, President of Standing Committee
Mr. P. C. Barwick, Chancellor
Mr. Wallace Weeks, Treasurer

To 1991:
Mrs. Mary Gornto, Wilmington
Mr. Don Hickman, Wilmington
Mr. Charles Horne, Greenville
Mr. Clarence Leary, Jr., Edenton
The Rev. Chris Mason, Goldsboro
The Rev. Don Porcher, Nags Head
The Rev. Lucy Talbott, Fayetteville

To 1992:
Mr. Robert Swindell, Jr., Jacksonville
Mr. Larry Overton, Ahoskie
Mrs. Alice Lynch, Washington
Mrs. Helen Cliborne, Nags Head
The Rev. David M. Chamberlain, Fayetteville
The Rev. Gary Fulton, Bath
The Rev. Julian Cave, Wilmington

To 1993:
Mrs. JoAnn Bell, Greenville
The Rev. Thomas Cure, Clinton
The Rev. Hamilton Fuller, Wilmington
Mrs. Dencie Page, Lumberton
Mr. Roy Parker, Fayetteville
Mr. Frank Wakefield, Hampstead
The Rev. John Weatherly, Hampstead

BOARD OF MANAGERS OF TRINITY CENTER

To 1991:
Mr. Waverly Broadwell
Mr. Clarence Leary
Mrs. Caronell Chestnut

To 1992:
Mr. Walter Jones
The Rev. Christopher Mason
Mr. Donald LaHuffman
Dr. John Rozier

To 1993:
Mr. Hodges Hackney
Mr. Carl Ragsdale
The Rev. Russell Johnson

Ex-Officio:
The Rev. A. C. Marble, Jr.
The Rt. Rev. B. Sidney Sanders
Ms. Sue Painter

TRUSTEES OF THE DIOCESE
The Rt. Rev. Brice Sidney Sanders, D. D.

Mr. Horace Stacy, to 1992
Dr. Charles Garrett, to 1991

BOARD OF DIRECTORS OF THE EPISCOPAL FOUNDATION OF THE DIOCESE OF EAST CAROLINA, INC.

The Rt. Rev. Brice Sidney Sanders, Chairman
Dr. Robert Van Veld, President
Mr. P. C. Barwick, Chancellor
Mr. Channing Daniel, Vice President
Mr. Horace Stacy, Trustee
Mr. Waverly Broadwell, Trustee
Mr. Wallace Weeks, Secretary-Treasurer
Mr. Glenn Richards, Executive Secretary

To 1991:
Mr. Algernon Butler
Mr. Donald LaHuffman
Mr. John Paul Poisson
Dr. J. H. Horton
Mr. Rex Willis
Dr. Robert Van Veld

To 1992:
Dr. William Powell
Mrs. Frances Gaither
Mrs. Gwendolyn Hodges
Mr. Russell West
Mrs. Linda Jernigan
Dr. Sidney Christian

To 1993:
Mr. Horton Rountree
Mrs. Billie Craft
Mr. Campbell Haigh
Mr. Channing Daniel
Dr. Charles Garrett
Mr. Harvey McIntyre

To 1994:
Mr. Robert Adams
Mr. Holley Mack Bell
Mr. Hal Broadfoot
Mrs. Anne Bustard
Mrs. Mary Mitchell
Mr. William Morris

COMMISSION ON MINISTRY

The Rev. William Bradbury, Chairman

To 1991:
The Rev. William Bradbury
The Rev. William Siler
The Rev. Edward Dunlap

To 1992:
The Rev. Robert Cook
The Rev. David Chamberlain
Mrs. Cookie Cantwell

To 1993:
The Rev. James Cooke
Mrs. Martha Sherman
The Rev. Middleton Wootten
Deacon Vera Hayes

To 1994:
Mr. Channing Daniel
The Rev. John Weatherly
The Rev. Matthew Stockard

BOARD OF DIRECTORS
THOMPSON CHILDREN'S HOME

The Rt. Rev. Brice Sidney Sanders, D. D., Ex-Officio
Mr. David Stansel to 1992
Mrs. Patricia Storie, to 1991

TRUSTEE OF SAINT MARY'S COLLEGE
Mrs. David Ward

TRUSTEES - UNIVERSITY OF THE SOUTH
The Rt. Rev. Brice Sidney Sanders, D. D.
The Rev. Chris Mason, 1992
Dr. John Powell, 1992
Mrs. Alicia Ragsdale, 1992

EXECUTIVE COUNCIL DEPARTMENTS

AGEING
The Rev. Frank M. Ross

ALCOHOLISM
Ms. Elizabeth Huskey

BLACK COALITION
Dr. J. H. Horton

CHRISTIAN EDUCATION
The Rev. Dr. Richard Warner

CHRISTIAN SOCIAL MINISTRIES
The Rev. Robert Beasley

CLERGY SALARY STUDY COMMITTEE
Mr. Donald Hickman

COLLEGE WORK
The Rev. Dr. Richard Warner

COMMUNICATIONS COMMITTEE

CREATIVE CHRISTIAN STEWARDSHIP
Mr. John Carter

CROSS CURRENT
Mrs. Ede Baldridge

CURSILLO
Mr. David SToller

DIOCESAN RESOURCE CENTER
Mrs. Holly Mason

ECUMENICAL RELATIONS
The Rev. Robert Schriber

EDUCATION FOR MINISTRY
Mrs. Patricia Howe

EVANGELISM
The Rev. David M. Chamberlain

FAMILY MINISTRIES
Dr. John Powell

FINANCE
Dr. Allen Hornthal

HUNGER
Mrs. Nancy Craig

LITURGICAL COMMISSION
The Rev. Joseph W. Cooper

MIGRANT MINISTRIES
Ms. Amy L. Trester

MISSION
The Rev. James R. Boyd

PEACE WITH JUSTICE
The Rev. Kathleen D. Awbrey

PLANNING, DESIGN, AND CONSTRUCTION
Mr. John R. Jeffries

POVERTY
The Rt. Rev. B. Sidney Sanders

PRAYER

PRESIDENT OF EPISCOPAL CHURCH WOMEN
Mrs. Harriette Wagner

PRESIDENT-ELECT OF EPISCOPAL CHURCH WOMEN
Mrs. Patti Campbell

PRISON MINISTRIES
Mr. William Ray

RELIGIOUS ART
Mr. Chuck Chamberlain

STEWARDSHIP
Mr. J. Clarence Leary, Jr.

TRINITY SUMMER CAMP COMMITTEE
The Rev. Russell L. Johnson

YOUTH COMMITTEE
Ms. Carol M. Taylor

COMMITTEES
(Appointed by the Bishop)

COMMITTEE ON THE BISHOP'S ADDRESS
The Rev. Hamilton Fuller, Chairman
Mrs. Anne Bustard
The Rev. Thomas Cure
Mrs. Mary Foytik
Mr. Roy Parker

CANONS COMMITTEE
Mr. John Carter, Chairman
The Rev. Robert Alves
The Rev. Kathleen Awbrey
Mr.Don Pollock
The Rev. Edward Sharp
Mr. P. C. Barwick

COURTESY COMMITTEE
Mrs. Barbara Werner, Chairman
Ms. Libba Pate
Mrs. Pinky Porter
The Rev. Phil Glick

CREDENTIALS COMMITTEE
The Rev. C. Phillip Craig, Chairman
Mrs. Norma VanVeld
Mrs. Marguerite Whitfield
Mr. Robert Nielsen

DIOCESAN CONVENTION COMMITTEE
Mr. Robert VanVeld
Mrs. Norma VanVeld
The Rev. Joseph W. Cooper
Mrs. Billie Craft
The Rev. Phillip Craig
Mr. Robert Nielsen
Mr. Nehemiah Parker
Mrs. Helen Rountree
The Rev. Dr. Richard Warner
The Rev. A. C. Marble, Jr.

NOMINATING COMMITTEE
Mrs. Ginny Shew, Chairman
Mrs. Mary Mitchell
Mr. Larry Overton
Mr. Dale Todd
Mr. Scott Harrell, Jr.

RESOLUTIONS COMMITTEE
The Rev. James Cooke, Chairman
The Rev. Lucy Talbott
Mrs. Patricia Howe
Mr Allan Strange
Mr. Hal Broadfoot

ROLL CALL

(All Area Codes are 919)

Sanders, The Rt. Rev. Brice Sidney, D. D.
Bishop of East Carolina
P.O. Box 1336
Kinston, North Carolina 28503
Phone: 522-0885

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February 1989

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483-8220 Home

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633-6697 Home

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485-3261 Home

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946-4572 Home

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392-4737 Home

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343-1885 Home

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Porcher, The Rev. Koga Weldon P. O. Box 445 Nags Head, NC 27959 Phone: 441-5382 Office 441-6314 Home	St. Andrew's Nags Head
Ross, The Rev. Frank M. P. O. Box 10476 Southport, NC 28461 Phone: 457-5643 Office 457-5654 Home	St. Philip's Southport
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ONE HUNDRED AND SEVENTH ANNUAL CONVENTION
OF THE DIOCESE OF EAST CAROLINA

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Larry Overton Route 1, Box 254 Aulander, NC 27805	Betsy Overton Route 1, Box 254 Aulander, NC 27805
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Louise Guttu 214 E. Church St. Ahoskie, NC 27910	Barbara Glick 423 Carolina Ave. Ahoskie, NC 27910
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Harry Douglas Rt. 2, Box 345 Aurora, NC 27806	Winnie Douglas Rt. 2, Box 345 Aurora, NC 27806
Bath, St. Paul's	
Carolyn Duckett 7 Palmetto Place Greenville, NC 27858	Elizabeth Gilliam Blackbeard's View Bath, NC 27808
Marti Fulton P. O. Box 257 Bath, NC 27808	Josie Hookway 1 Front St. Bath, NC 27808
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Dorothy P. Porter 119 Fairway Rd., Rt. 4 Morehead City, NC 28557	Julia Sebes 103 N. Shore Rd. Beaufort, NC 28516
Anne Eastman 104 Holly Lane Morehead City, NC 28557	Alice Wheatley 719 Front St. Beaufort, NC 28516

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Tom Allen Rt. 1, Box 10 Pantego, NC 27860		Mary Ellen Wahab 400 E. Main St. Belhaven, NC 27810
	Belhaven, St. Mary's	
Howard Moore 430 Railroad St. Belhaven, NC 27810		David Henderson Old Country Rd. Belhaven, NC 27810
	Burgaw, St. Mary's	
Karl Crouch 505 E. Main St. Wallace, NC 28466		Helen Crouch 505 E. Main St. Wallace, NC 28466
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	Chocowinity, Trinity	
Carlton Elks Rt. 1, Box 186 Chocowinity, NC 27817 27817		Molly Elks Rt. 1, Box 186 Chocowinity NC
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	Clinton, St. Paul's	
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Ruth Morris 616 College St. Clinton, NC 28328		Jo Butler 403 Butler Dr. Clinton, NC 28328
	Columbia, St. Andrew's	
Ruth Woodley P. O. Box 54 Columbia, NC 27925		James Laughinghouse P. O. Box 135 Columbia, NC 27925
	Creswell, Christ	
Sybil Spruill Creswell, NC 27928		Jenie Woodley Creswell, NC 27928

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Mrs. Darnell White 411 N. Oaum St. Edenton, NC 27932	John H. Horton P. O. Box 466 Edenton, NC 27932
Edenton, St. Paul's	
J. Scott Harrell 210 W. Eden St. Edenton, NC 27932	Cy Perlman 101 Colonial Square Edenton, NC 27932
Nan Noble 206 E. Queen St. Edenton, NC 27932	Missie Harrell 210 W. Eden St. Edenton, NC 27932
Frances Inglis P. O. Box 392 Edenton, NC 27932	Stephen Guttu Rt. 4, Box 342B Edenton, NC 27932
Elizabeth City, Christ Church	
Patty Duff 1609 Parkview Dr. Elizabeth City, NC 27909	J. Mac Duff 1609 Parkview Dr. Elizabeth City 27909
W. G. Gaither 915 Rivershore Rd. Elizabeth City, NC 27909	Frances Gaither 915 Rivershore Rd. Elizabeth City 27909
Mary Foytik Rt. 2, Box 30A Shiloh, NC 27974	Paul Stevenson 1012 Rivershore Rd. Elizabeth City 27909
Frank Parrish Rt. 4, Box 158 Hertford, NC 27944	Mrs. Jerry Pickrel 1626 Midgett Dr. Elizabeth City 27909
Elizabethtown, St. Christopher's	
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Fairfield, All Saints	
Mary Armstrong P. O. Box 32 Fairfield, NC 27826	Janet Russ P. O. Box 154 Fairfield, NC 27826

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Fran Cherry 202 W. Church St. Farmville, NC 27828	Ruth Ryon P. O. Box 25 Farmville, NC 27828
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Fayetteville, Holy Trinity	
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Roy Parker 1427 Raeford Rd. Fayetteville, NC 28305	
Fayetteville, St. John's	
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Brownie Schafer 408 Wayberry Dr. Fayetteville, NC 28305	Mrs. Wallace Jackson 1709 Fort Bragg Rd. Fayetteville 28303

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Don Davenport 309 Williamsburg Rd. Washington, NC 27889	
Washington, St. Paul's	
Cornell McGill Rt. 6, Box 452 Washington, NC 27889	Charles Jones Rt. 7, Box 173 Washington, NC 27889
Washington, Zion	
Frances Douglas Rt. 4, Box 330 Washington, NC 27889	George Sullivan Rt. 2, Box 476 Washington, NC 27889
Doris Lair 502 Broad Creek Dr. Pamlico Plantation Washington, NC 27889	Annie Rogers P. O. Box 7 Pinetown, NC 27865
Whiteville, Grace Church	
Michael Cooper, Sr. Rt. 2, Box 262-B Whiteville, NC 28472	Viola Baldwin Rt. 5 Whiteville, NC 28472
Susan Sutton 219 N. Madison Whiteville, NC 28472	Lynne Gause Apt 6A Barbcrest Apt W. Nance St. Whiteville, NC 28472
Williamston, Church of the Advent	
Mary Charles Coppage 702 School Dr. Williamston, NC 27892	William J. Bridgen 207 Marshall Ave. Williamston NC 27892

DELEGATES	ALTERNATES
(Williamston, Church of the Advent)	
Lurene Bridgen 207 Marshall Ave. Williamston, NC 27892	Jane Lindsley Rt. 1, Box 190 Williamston NC 27892
Chloe Tuttle Rt. 2, Box 791 Williamston, NC 27892	David Tuttle Rt. 2, Box 791 Williamston NC 27892
Wilmington, Good Shepherd	
Margaret Nunn 612 S. Lorriane Circle Wilmington, NC 28403	Wes Magee 2049 E. Lakeshore Dr Wilmington, NC 28401
Dennis Sealey P. O. Box 323 Leland, NC 28451	
Suzette Stines 322 N. 23rd St. Wilmington, NC 28405	
Wilmington, Church of the Servant	
Jean Moll 11 Crofter's Ct. Leland, NC 28451	Ken Moll 11 Crofter's Ct. Leland, NC 28451
Nancy Richardson 326 S. 3rd St. Wilmington, NC 28401	Rose Bauerlein 2306 Mimosa Pl. Wilmington, NC 28403
Susan Sims 1704 Chestnut St. Wilmington, NC 28405	Glenn Barefoot 2522 Park Ave. Wilmington, NC 28403
Wilmington, St. Andrew's-on-the-Sound	
Patricia S. Howe 633 Hughes Rd. Hampstead, NC 28443	Cher Pridgen 1716 Chestnut St. Wilmington, NC 28403
Michael Pridgen 1716 Chestnut St. Wilmington, NC 28403	Susan Trimble 222 Devonshire Lane Wilmington, NC 28409
Katharine Alexander 241 Bradley Dr. Wilmington, NC 28409	

DELEGATES		ALTERNATES
	(Wilmington, St. Andrew's)	
Mary Sue Cooper 4930 Park Ave. Wilmington, NC 28403		
	Wilmington, St. James	
Elizabeth E. Edwards 1743 Live Oak Parkway Wilmington, NC 28403		Dickson B. Baldridge 2622 Columbia Ave. Wilmington, NC 28403
William E. Oakley 514 Wayne Dr. Wilmington, NC 28403		Ann K. Cook P. O. Box 704 Wrightsvl Bch 28480
John W. Parker 3821 Gillette Dr. Wilmington, NC 28403		Robert B. Godley 2103 S. Churchill Dr Wilmington, NC 28403
Allan T. Strange 1922 Ashbrook Dr. Wilmington, NC 28403		James Lee 49 Scotts Hill Rd. Wilmington, NC 28405
Frederick Willetts III 1110 Windsor Dr. Wilmington, NC 28403		Ann Parker 3821 Gillette Dr. Wilmington, NC 28403
	Wilmington, St. John's	
John King 2309 Lynnwood Dr. Wilmington, NC 28403		Doris Yarborough 2230 Lynnwood Dr. Wilmington, NC 28403
Jean Welter 306 Friendly Shores Dr. Wilmington, NC 28409		May Williams 4011 Peachtree St. Wilmington, NC 28403
Bob Hayes 6243 Turtle Hall Wilmington, NC 28409		Helen Kutrow 2037 Albert Circle Wilmington, NC 28403
Bill Morris 109 Windlass Dr. Wilmington, NC 28409		Peggy Chance 4029 Halifax Rd. Wilmington, NC 28403
Dee Keifer 1602 Robert E. Lee Dr. Wilmington, NC 28403		
	Wilmington, St. Mark's	
Julian Fulton 1503 Rankin St. Wilmington, NC 28401		Barbara C. Kane 323 Bristol Rd. Wilmington, NC 28409

DELEGATES		ALTERNATES
	(Wilmington, St. Mark's)	
Leonard J. Green 513 N. 10th St. Wilmington, NC 28401		Caronell Chestnut 37 Mercer Ave. Wilmington, NC 28403
	Wilmington, St. Paul's	
Dale Todd 219 Keaton Ave. Wilmington, NC 28403		Betsy Todd 219 Keaton Ave. Wilmington, NC 28403
Julia Starn 462 Biscayne Dr. Wilmington, NC 28405		
Sam Kneale 4111 Cheney Dr. Wilmington, NC 28403		
	Windsor, St. Thomas	
Lloyd C. Smith, Jr. 401 S. Queen St. Windsor, NC 27983		Retha A. Smith 401 S. Queen St. Windsor, NC 27983
Tyre H. Moore 1219 Wayland St. Windsor, NC 27983		Elizabeth Moore 1219 Wayland St. Windsor, NC 27983
Wood Farless Rt. 1, Box 120 Merry Hill, NC 27957		Patti B. Farless Rt. 1, Box 120 Merry Hill, NC 27957
	Woodville, Grace Church	
T. W. Griffin P. O. Box 490 Lewiston, NC 27849		C. B. Griffin, Jr. P. O. Box 429 Lewiston, NC 27849

St. Paul's, Beaufort
Miss Julia Babcock
134 Charles Street
Beaufort, NC 28516

St. James, Belhaven
Miss Lindsay Clark
300 E. Main Street
Belhaven, NC 27810

St. Paul's, Edenton
Mr. Harris Vaughan
4 Queen Anne Drive
Edenton, NC 27932

St. John's, Fayetteville
Mr. Andy Hall
Route 1, Box 274
Linden, NC 28356

St. Andrew's, Goldsboro
Miss Lanika Case
200 Graham Street
Goldsboro, NC 27530

St. Stephen's, Goldsboro
Mr. Brion Snyder
Route 3, Box 497
LaGrange, NC 28551

St. Paul's, Greenville
Miss Nancy Thornton
1204 Oakview Drive
Greenville, NC 27858

Christ, Hope Mills
Miss Nichole Smith
303 S. Second Street
Hope Mills, NC 28348

St. Anne's, Jacksonville
Mr. Dale Garner
107 Dunbar Lane
Jacksonville, NC 28540

Holy Innocents, Kinston
Mr. Robbie Whitfield
Route 4
Kinston, NC 28501

St. Mary's, Kinston
Mr. Joseph D. Deveau
1801 Sunset Avenue
Kinston, NC 28501

Trinity, Lumberton
Miss Emily Kear
5221 McLeod Road
Lumberton, NC 28358

Christ, New Bern
Miss Courtney Pursell
4601 Fairway Drive
New Bern, NC 28562

St. Thomas, Oriental
Miss Kelly Bond
P.O. Box 539
Oriental, NC 28571

St. Philips, Southport
Mr. Joseph Southern
P.O. Box 10254
Southport, NC 28461

St. Peters, Washington
Mr. Jason Motteler
311 Lawson Road
Washington, NC 27889

Grace, Whiteville
Mr. Michael Cooper
Route 2, Box 262-B
Whiteville, NC 28472

Servant, Wilmington
Miss Aylette Colston
2522 Park Avenue
Wilmington, NC 28403

St. Johns, Wilmington
Miss Carla Gonzalez
113 Chelsea Lane
Wilmington, NC 28409

St. Paul's, Wilmington
Mr. Steve Beckett
2210 Chestnut Street
Wilmington, NC 28403

JOURNAL OF PROCEEDINGS
ONE HUNDRED AND SEVENTH ANNUAL CONVENTION
LENOIR COMMUNITY COLLEGE, KINSTON, NC

On Friday, February 9, 1990, at 9:00 a.m., the Right Reverend Brice Sidney Sanders called the One Hundred and Seventh Annual Convention of the Diocese of East Carolina to order.

Prayer was conducted by Bishop Sanders before beginning the business session of the convention.

Bishop Sanders called upon The Rev. Phillip Craig, Chairman of the Credentials Committee for his report. There were 68 Clergy, 151 Delegates, 73 Alternates, 23 Youth, and 85 Guests.

Nominations were opened for Executive Secretary. Mrs. Ginny Shew, Chairman of the Nominations Committee, moved to nominate The Rev. Phillip Craig for the Office of Executive Secretary. The nomination was seconded; nominations were closed and Rev. Mr. Craig was duly elected.

Bishop Sanders nominated Mr. P. C. Barwick as Chancellor. The nomination was seconded; nominations were closed and Mr. Barwick was duly elected.

Mr. P. C. Barwick was then appointed as Parliamentarian by Bishop Sanders.

Mrs. Ginny Shew then nominated Dr. Lawrence F. Brewster for the office of Historiographer. The nomination was seconded; nominations were closed and Dr. Brewster was duly elected.

Mrs. Ginny Shew then nominated Mr. Wallace W. Weeks for the office of Treasurer. The nomination was seconded; nominations were closed and Mr. Weeks was duly elected.

Bishop Sanders appointed Mr. J. Clarence Leary as Dispatch of Business for the 1990 Convention.

Bishop Sanders extended his thanks to the Convention Committee and his appreciation for those who have been involved in the organization of the convention and the opening service.

Mr. Robert VanVeld, Chairman of the Convention Committee, was called upon by Bishop Sanders to give his report and move for the adoption of the convention agenda. On behalf of the assembly, Mr. VanVeld expressed appreciation to the committee members for their work in preparation for the convention. Mr. VanVeld then moved for the adoption of the convention agenda, as shown in the workbook. The motion was seconded and unanimously adopted.

Bishop Sanders then proceeded to appoint committees as follows: Nominations Committee: Mrs. Ginny Shew, Chairman; Mrs. Mary Mitchell, Mr. Larry Overton, Mr. Dale Todd and Mr. Scott Harrell. Bishop's Address: the Rev. Hamilton Fuller, Chairman; The Rev. Thomas Cure, Mrs. Mary Foytik, Mr. Roy Parker and Mrs. Ann Bustard. Credentials Committee: The Rev. Phil Craig, Chairman; Mrs. Norma VanVeld, Mr. Bob Nielsen, Mrs.

Marguerite Whitfield. Courtesy: The Rev. Phil Glick, Chairman; Mrs. Carolyn Duckett, Mrs. Pinky Porter and Mrs. Barbara Werner. Canons: Mr. John Carter, Chairman; Mr. Donald Pollock, Mr. P. C. Barwick, The Rev. Edward Sharp, The Rev. Robert Alves and The Rev. Kathleen Awbrey. Parishes and Missions: The Rev. Jim Boyd, Chairman; Mrs. Charles Duckett, Mr. William Morris, The Rev. Josh MacKenzie and Mrs. Mae Butler. Resolutions Committee: The Rev. James Cooke, Chairman; The Rev. Lucy Talbott, Mrs. Patricia Howe, Mr. Allan Strange and Mr. Hal Broadfoot.

Bishop Sanders introduced Bishop Kauma of Uganda, as well as Bishop and Mrs. Elebash and Bishop McDaniel, who were all welcomed to the convention as this year's special guests.

Bishop Sanders introduced and welcomed the following new clergy and spouses to the Diocese of East Carolina: The Rev. and Mrs. Robert Alves, St. John's, Fayetteville; The Rev. and Mrs. William Dornemann, St. John's, Wilmington; The Rev. and Mrs. Jeffrey Douglas, St. Mary's, Kinston; The Rev. and Mrs. Hamilton Fuller, St. Paul's, Wilmington; The Rev. and Mrs. Matthew Stockard, St. Pau's, Beaufort; The Rev. and Mrs. William Trimble, St. Andrew's, Wilmington; The Rev. John Weatherly, Holy Trinity, Hampstead; The Rev. Beverly Weatherly, St. Andrew's, Wilmington; The Rev. and Mrs. Robert Hobgood, St. Timothy's, Greenville and The Rev. and Mrs. Joseph Dunlap, Eastern Area Chaplain for the Prison Systems of North Carolina.

The following retirees to the diocese were then announced: The Rev. Lloyd Fonvielle, The Rev. Jack Taylor, and The Rev. Thomas Shaw.

Bishop Sanders then introduced and welcomed the seminarians. They were as follows: Mr. Albert Case and Mrs. Sara Krantz, General Seminary; Mr. Jeremiah Day, Dr. Herb Plimpton and Mr. James Taylor, Virginia Theological Seminary; Ms. Maxine Maddox, Mr. Ernest Oliver and Mr. Steve Evans, Sewanee; Ms. Carolyn Craig and Mrs. Teresa Lawrence, Duke.

Mrs. Ginny Shew, Chairman of the Nominations Committee, was then called upon and gave her report. Mrs. Shew expressed her thanks to everyone for getting nominations in on time so they could be published in Cross Current. Offices to be filled are listed on Page 21 of the workbook. The nomination form is on Page 23. Further nominations will be accepted by the secretary until 1:00 p.m. on February 9, 1990, and must be accompanied by the consent of the nominee. Mrs. Shew advised that only delegates may vote; clergy must have been canonically resident for at least six weeks prior to the convention and deacons must have been ordained for six months. The committee suggested that the convention vote by majority ballot and Mrs. Shew so moved. The motion was seconded; there was no discussion and the motion was carried.

Nominations were then opened for members of the Standing Committee and were introduced by Bishop Sanders: The Rev. C. Phillip Craig, St. Mary's, Kinston; The Rev. Russell L. Johnson, Trinity, Lumberton; Mrs. Ruth Woodley, St. Andrew's, Columbia; Mr. Hodges Hackney, St. Peter's, Washington. There being no further nominations from the floor, the nominations were closed and the convention voted.

Bishop Sanders then presented his Address. (Refer to Page 55).

The Rev. Dr. Richard Warner was called upon to organize the convention for group discussion. In keeping with this year's convention theme, group dicussions will focus on evangelism.

Following group discussions, Bishop Sanders announced that The Rev. Phillip Craig had been elected in the Clergy Order of the Standing Committee, together with Mrs. Ruth Woodley in the Lay Order of the Standing Committee.

Bishop Sanders introduced Mrs. Katalina Szucs from Emmanuel, Farmville and welcomed them to the Convention. Mrs. Szucs spoke of her family's arrival in the United States six years ago, after being raised and educated in Hungary. She expressed her deep appreciation to this community for accepting her and her husband and two children. Their recent applications for extended visas have been denied, and she asked for the assistance and support of the diocese in their appeal to stay in this country.

Mrs. Terry Hines then distributed letters and envelopes to the convention regarding Mr. and Mrs. Szucs appeal to Senator Jesse Helms, stating their desire to remain in the United States and encouraged the convention to complete the letters as soon as possible.

Bishop Sanders called upon The Rev. L. P. Houston for his report on the Standing Committee. The Rev. Mr. Houston filed his report by title. (Refer to Page 135)

Mr. Rick Willetts, outgoing President, was called upon for his report of the Foundation of the Diocese of East Carolina. (Refer to Page 101) Mr. Willetts outlined the new programs which have been instituted by the Foundation. The newly formed Diocesan Stewardship Development Committee will be merged into the Foundation to effect a combined effort of the two entities. A more aggressive effort will be made toward planned giving within the diocese and actively seeking funds for the Foundation. The Foundation's policies, applications and procedures for obtaining loans through the Revolving Loan Fund for parishes have been updated and revised. As of January 1, 1989, the market value of the Foundation was $3,463,000; as of December 31, 1989, there is an increased value to $3,590,000.

Mr. Willetts then outlined the distributions from the Foundation to the diocese during the last year, together with a verbal report on the investments of the Foundation. The return on the Foundation's investments is about 14% Mr. Willetts explained the Parish Investment Fund Service, a new program of the Foundation, to the convention and the procedures necessary to participate in the program.

Bishop Sanders called upon The Rev. David Chamberlain for his report on the Evangelism Committee. (Refer to Page 118) Evangelism has been established as one of the six target areas of development in the diocese, and the committee will study and recommend ways to enable the diocese to implement a greater sharing of faith with one another. The Rev. Mr. Chamberlain then outlined the goals of the committee, which can be found in further detail on Page 64 of the workbook.

Mrs. Anne Harrell was called upon by Bishop Sanders for the Poverty

outline of the activities of the committee, which can be found on Pages 87 to 90 in the workbook. Some of the major issues the committee has been involved with are out-of-wedlock births, drug and alcohol abuse, illiteracy, public housing projects, crime and rising health costs in impoverished areas. A resolution has been prepared and will be presented later.

Bishop Sanders introduced Ms. Amy Trester and asked for her report on the Episcopal Farmworkers Ministry. (Refer to Page 114) Ms. Trester thanked the convention for their continued support and then outlined the various activities of the ministry during the year and the progress that has been made overall.

Bishop Sanders called upon Mr. Jack Dunn for his report on the Crossroads Reading Program. (Refer to Page 148) Mr. Dunn thanked the individuals involved in the Crossroads project and described the concept and purpose of the project.

The Rev. Judson Mayfield was called upon and gave his report on Shepherd's Staff.

Bishop Sanders then called upon The Rev. Ton Whiteside for his report on Church of the Good Shepherd and Good Shepherd House. The Rev. Mr. Whiteside spoke of the Good Shepherd's Soup Kitchen in Wilmington, which has served thousands of individuals in the last year, and then discussed the daytime facilities of Good Shepherd House and the invaluable service it provides.

Mrs. Katerina Whitley was called upon for her report on the Presiding Bishop's Fund for World Relief. Mrs. Whitley expressed a strong continued commitment to this program and outlined the activities of the Presiding Bishop's Fund.

Bishop Sanders made the following announcements: The Committee on the Bishop's Address will meet today at 1:30 p.m. in the Convention Hall. The diocesan choir will meet after Noon Day Prayers. All nominations and resolutions must be in by 1:00 p.m. The Courtesy Committee will meet at 6:30 p.m. at the Sheraton; the Resolutions Committee will meet after Noon Day Prayers. The Hunger Luncheon begins at 12:30 p.m.

Bishop Sanders then introduced the Lutheran Bishop, Michael McDaniel and welcomed him to the Convention. Bishop Hunley H. Elebash and Bishop McDaniel were asked to come forward and deliver Noon Day Prayers. Bishop McDaniel gave the homily; Noon Day Prayers were offered and the morning session of the Convention was adjourned until 2:00 p.m.

Bishop Sanders reconvened the Convention and called upon Dr. Lonny Blizzard, President of Lenoir Community College, to speak to the Convention. Dr. Blizzard welcomed the Convention to Lenoir Community College and expressed his appreciation to the convention for having chosen Lenoir Community College for the 1990 gathering.

The Rev. Robert Beasley was called upon for his report on Christian Social Ministries. (Refer to Page 114)

Bishop Sanders then called upon Mrs. Harriette Wagner for her report on Episcopal Church Women. (Refer to Page 117)

Bishop Misaeri Kauma, of Namirembe, Uganda, was then introduced by Bishop Sanders and expressed gratitude to the Convention for welcoming him to the diocese. Bishop Kauma provided background information about his native country and his congregations' needs and hopes for the future. Bishop Kauma discussed the worldwide problem of Aids and the tremendous toll it has taken on his country and stressed the importance of continued understanding and assistance to the victims of this disease. Bishop Kauma also spoke of the need of a four-wheel drive vehicle for his transportation within the diocese. He urged prayers and support for his diocese by the Convention.

Mr. John Carter was called upon for his report from the Committee on Constitution and Canons. The proposed changes are found on Page 109 of the workbook and involve Canons 13 and 29. Mr. Carter read the changes to the membership and made minor grammatical corrections. Hearings will be held on these two changes following today's session.

The Rev. James Cooke was called upon for the introduction of Resolutions. Resolutions will be noted and discussed today and will be voted upon during the February 10th session. The Rev. Mr. Cooke referred to the resolutions as printed in the workbook on Pages 104 through 108, as well as additional resolutions that were distributed to the Convention. At the request of Bishop Sanders, each individual resolution was not read, but rather presented by Rev. Mr. Cooke to the delegates for their consideration before voting on February 10.

The resolutions presented included the following: Proposed New Projects, North Carolina State Lottery, Stewardship (environmental issues), the 100th Anniversary of the Episcopal Church of Brazil, Evangelism, the Diocese of Newark, Thompson Children's Home, Diocesan Resource Center, St. James-the-Fisherman, Shallotte, and Red Cross blood donations. Hearings will be held on the resolutions following today's session.

Bishop Sanders called upon Ms. Michelle Francis, archivist for the Diocese of North Carolina to speak on the 200th Anniversary of the First Convention of the Diocese of North Carolina. Ms. Francis gave background information on the Diocese of North Carolina, which was formed in 1817, following a reorganization after the Revolutionary War. The 200th Anniversary celebration will take place in Tarboro on April 29th, commemorating the 1790 Convention. Ms. Francis advised that invitations were being sent to all Episcopal churches and encouraged the full participation of the diocese.

Mr. Clarence Leary was called upon by Bishop Sanders for his report on the Stewardship Committee. (Refer to Page 137) Mr. Leary spoke of the importance of giving time, talent, and treasure as the needs continue to grow in building new churches and in the support of youth programs, as well as starting new programs. Pledge percentages have declined and Mr. Leary encouraged the Convention to increase the percentage of their net disposable income to the diocese.

Bishop Sanders called upon Treasurer, Mr. Wallace W. Weeks to present the Year-End Financial Report. (Refer to Page 61) Mr. Weeks referred to the final financial statement of 1989 and pointed out a few shortfalls between budget and actual for the year. However, the budget overall remains in line. Bishop Sanders then moved that the Treasurer's Report be accepted as filed.

Dr. Allen Hornthal was called upon for the presentation of the 1990 budget. (Refer to Page 81) Mr. Hornthal then submitted the 1990 Proposed Budget for acceptance following hearings to be held after today's session, at which time any questions will be responded to or any necessary clarification given.

Bishop Sanders then called upon Mr. Donald Hickman for his report of the Clergy Salary Study Committee. (Refer to Page 158) The minimum salary increase recommendation for 1990 is 4.5%. The committee also recommends that parishes begin contributing one-fourth of the clergy's Social Security payments beginning January 1, 1991, and an additional one-fourth beginning January 1, 1992. Mr. Hickman referred the Convention to the Annual Compensation Review Process, which is fully detailed on Page 54 of the workbook.

Bishop Sanders commented on the fact that clergy are regarded as self-employed persons. Due to the recent increase in Social Security payments to 15%, this has created a heavy burden on the clergy, which is the reason the Diocese is taking a close look at this problem.

The Rev. Cyril Burke was called upon for his report on St. Augustine's College. The Rev. Mr. Burke first paid special tribute to Bishop Sanders for his outstanding leadership in the diocese and then announced that renovations are complete and St. Augustine's has had a very good year. Last year the college had the highest number of applicants in the entire history of St. Augustine's; close to 3,000 applicants for 600 vacancies. St. Augustine's chapel, built in 1895 by the students, is in the process of being restored. To date, $133,000 has been raised toward the estimated $250,000 needed for restoration.

The Rev. Janet Watrous was called upon for her report on St. Mary's College. (Refer to Page 134) The Rev. Mrs. Watrous summarized the current activities, programs and format of St. Mary's College.

Following a brief recess, Bishop Sanders called upon The Rev. Jim Boyd for his report on the Department of Mission. (Refer to Page 125) The Rev. Mr. Boyd summarized last year's activities and outlined future goals of the Department of Mission.

Bishop Sanders called upon Mr. Robert Adams for his report on Stewardship Development. (Refer to Page 154) Mr. Adams advised that the Stewardship Development Committee will be dissolved after this year, but that there will be a continued effort for stewardship development in the diocese through fund raising. Mr. Adams then expressed his appreciation to the members of the committee for their outstanding efforts. Mr. Glenn Richards, Development Officer, will be making a concentrated effort

throughout the Diocese to help raise funds for parishes primarily and the diocese and National Church.

Mr. Glenn Richards, Stewardship Development Officer, then outlined the accomplishments of the committee over the past year in the area of planned giving, and described the future goals of the program. The Foundation will be playing a much more active role in supporting both parish and diocesan projects and outreach programs.

Dr. Charles Garrett was then called upon by Bishop Sanders for his report on Trinity Center. (Refer to Page 151) Dr. Garrett traced the progress of Trinity Center and thanked the diocese for its support and generosity in making the progress possible. The facility is second to none in the diocese. Even though Trinity Center suffered a deficit last year, Dr. Garrett outlined steps to alleviate the debt and informed the convention of the various reasons for the deficit. Dr. Garrett then announced his resignation from the Board, effective immediately, and thanked the delegates and alternates for their support in past years.

Bishop Sanders expressed his thanks to Dr. Garrett for the outstanding job he has done and then called upon Ms. Sue Painter, the Director of Trinity Center, for her report.

Bishop Sanders then made the following announcements: The Standing Committee breakfast for retiring and newly elected members and for all seminarians and their spouses will be at 7:30 a.m. on Saturday at the Holiday Inn; Evensong will be held at 5:30 p.m. today at St. Mary's Church and the Deacons and the Committee on the Diaconate breakfast will be held at 7:45 a.m. on Saturday at the Sheraton.

Bishop Sanders then introduced the candidates for the offices that will be voted on tomorrow morning. Clergy nominees for Executive Council are: The Rev. John Weatherly, The Rev. Hamilton Fuller, The Rev. Kathleen Awbrey, and The Rev. Tom Cure. The Lay nominees are: Mrs. June Liverman, Mrs. Julian Starn, Mr. Jim Parsley, Mrs. JoAnn Bell, Mr. Robert Nielsen, Mr. Roy Parker, Mrs. Dencie Page, and Mr. Frank Wakefield.

General Convention Delegates: The Lay Nominees are: Mr. Ted Gartman, Dr. Charles Garrett, Mr. J. Clarence Leary, Mrs. Alice Lynch, Mr. Channing Daniel, Mr. Robert VanVeld, Mrs. Ruth Woodley. The Clergy nominees are: The Rev. Joseph Cooper, The Rev. James Boyd, The Rev. Hamilton Fuller, The Rev. Phillip Craig, The Rev. Richard Warner, The Rev. David Chamberlain, The Rev. A. C. Marble, Jr., The Rev. Russell Johnson, The Rev. Joshua MacKenzie, The Rev. William Bradbury, and The Rev. James Cooke.

There is one position open for Trustee of the Diocese and one nomination: Mr. Horace Stacy. There is one nomination for Thompson Children's Home: Mr. David Stansel.

Bishop Sanders then announced that copies of his Convention Sermon and Address were available for the clergy.

Bishop announced that "Break Bread with Christian Ed" will be at 6:00 p.m. at the Sheraton, followed by the banquet at 7:30 p.m. at Lenoir Community College.

Bishop Sanders announced the various times and locations of the scheduled hearings on proposed resolutions, and the proposed budget.

At 5:20 p.m., Bishop Sanders adjourned the February 9th session of the 107th Annual Convention of the Diocese of East Carolina. Proceedings will be resumed at 9:00 a.m. on Saturday, February 10th, 1990.

SATURDAY, FEBRUARY 10TH, 1990

The second session of the 107th Annual Convention of the Diocese of East Carolina was called to order by Bishop Sanders at 9:00 a.m. Bishop Sanders delivered opening prayers and presented his Homily before beginning the legislative session of the Convention.

Bishop Sanders then explained the rules of elections and the assembly voted for the offices to be filled.

Youth Director, Carol Taylor, was called upon for her report on the Department of Youth. Ms. Taylor acknowledged those who have affirmed youth and camping ministries in the diocese and thanked The Rev. Chris Mason and The Rev. Russell Johnson for their leadership and enthusiastic vision. Over 1200 youth have participated in meetings and diocesan conferences and over 600 youth attended Camp Trinity this year. Ms. Taylor then introduced Mr. Harris Vaughn from Edenton to the Convention.

Mr. Harris Vaughn, a participant in the Youth Program, then spoke to the delegates of the Diocese of East Carolina. Mr. Vaughn advised that a detailed account of the 1989 program year for the Youth Program appears on Page 100 of the workbook. He then outlined his experiences over the past four years and expressed his gratitude to Bishop Sanders for supporting and believing in youth ministry and to The Rev. Chris Mason for his great dedication to the program and to Ms. Carol Taylor for her support and love to the youth of the Diocese of East Carolina.

Bishop Sanders called upon The Rev. Russell Johnson for his report on the 1989 Summer Camping Program. (Refer to Page 138) The Rev. Mr. Johnson stressed the importance of continued support of summer camping programs and advised that the full report on Camp Trinity appears on Page 97 of the workbook. The Rev. Mr. Johnson outlined the needs of the program; mainly, capital funds, session leaders and scholarship funds.

The Rev. Middleton Wootten was called upon for his report on the Camp for the Handicapped. The Rev. Mr. Wootten advised that application forms for camp volunteers can be obtained from he or Carol Taylor and encouraged the convention to participate.

Bishop Sanders then called upon Dr. Allen Hornthal, Chairman of the Finance Committee, to move for the adoption of the 1990 Proposed Budget. Dr. Hornthal advised that budget hearings were held yesterday afternoon

and presented the 1990 Budget for adoption. The motion was seconded and discussion followed.

It was proposed that enough money be put into the budget to replace the cuts that were made regarding the staff at Trinity Center and also to include the 4.5% increase as well as the medical and retirement package. Bishop Sanders pointed out that the 1990 Budget and the budget at Trinity Center are separate and distinct budgets and the salary of the staff at Trinity is not a part of the budget now being discussed.

The Rev. Jud Mayfield moved that the Finance Committee and the Executive Council be instructed to provide $15,000 for Bishop Kauma of Uganda. Following discussion, it was decided that this should be done in the form of an amendment. The amendment was seconded and, following a lengthy discussion, it was decided to proceed with the vote on the amendment. The amendment was not approved by the delegates.

There being no further discussion on the adoption of the 1990 Proposed Budget, it was duly accepted as presented by Dr. Hornthal.

The Rev. Josh MacKenzie was called upon by Bishop Sanders to speak to bring the Convention up to date on Mike Miller, a person with AIDS who spoke at the last Convention. Mr. Miller died recently and The Rev. Mr. MacKenzie spoke of his courageous struggle. Following Rev. Mr. MacKenzie's remarks, Bishop Sanders called for a moment of silent prayer for all those throughout the world who are dying of this disease.

The Rev. James Cooke, Chairman of the Resolutions Committee, was called upon to present the resolutions for a vote. The resolution for Proposed New Projects was presented and Rev. Mr. Cooke noted a few minor grammatical changes. The Rev. Mr. Cooke then moved for the adoption of this resolution; the motion was seconded. Following brief discussion, the motion was carried and said resolution was duly adopted.

The Rev. Mr. Cooke then presented the next resolution on Stewardship. After pointing out a date change and adding a clause, the Rev. Mr. Cooke moved for the adoption of this resolution, with the changes noted. The motion was seconded and it was proposed that this resolution be amended to include the coastal waters of North Carolina. There was no discussion and the amendment was carried. There was brief discussion on the inclusion of the entire environment in this resolution. The amendment was seconded; there was no discussion and the amendment was carried. The original motion as amended was then moved on and unanimously carried.

The Rev. Mr. Cooke presented the next resolution on a North Carolina State Lottery. There being no changes to this resolution, Rev. Mr. Cooke moved for the adoption of this resolution. The motion was seconded; there was no discussion; the motion was carried and said resolution was duly adopted.

The Rev. Mr. Cooke presented the next three resolutions on the subject of Evangelism and moved for the adoption of each, in turn. Each motion for adoption of said resolutions was duly seconded; there was a brief discussion and each motion was carried and said resolutions were duly adopted.

The Rev. Mr. Cooke presented the next resolution on the action of the Bishop and Diocese of Newark. There were minor changes noted by Rev. Mr. Cooke, who then moved for the adoption of this resolution. The motion was seconded; there was discussion. Mrs. Betty Bradley presented an amendment to this resolution. The amendment was seconded; there was discussion. The question was called on the amendment. A vote was called for on the amendment and the amendment was carried.

Bishop Sanders then announced the following election results: Executive Council, Clergy: The Rev. John Weatherly, The Rev. Hamilton Fuller and The Rev. Tom Cure. General Convention Delegates, Lay: Dr. Charles Garrett, Mr. Clarence Leary, Mrs. Alice Lynch, Dr. Robert VanVeld; the alternate is Mr. Ted Gartman. Trustee of the Diocese is Mr. Horace Stacy; Mr. David Stansel has been elected to Thompson Children's Home.

Miss Aylette Colston moved that the resolution on the action of the Bishop and Diocese of Newark be tabled. Due to the fact that Youth Representatives may not move the table, The Rev. Joseph Cooper so moved. The motion was seconded; there was no discussion. The motion was not carried and will remain on the floor for discussion.

Following further discussion, the question was called for on the amended resolution. The motion was seconded; a vote was called for and the question was called for and the resolution was voted on by orders, as amended. The results of the vote by clergy was 33 for and 16 against, and the resolution was duly passed in the clergy order. The lay order was then polled and the total results were 129 in favor, 34 opposed; the resolution passed.

The Rev. Mr. Cooke presented the next resolution on the organization of Thompson Children's Home, Inc. and then moved for the adoption of this resolution. The motion was seconded; there was no discussion; the motion was carried and said resolution was duly adopted.

The Rev. Mr. Cooke presented the next resolution on the Diocesan Resource Center and moved for the adoption of this resolution. The motion was seconded; there was no discussion; the motion was carried and said resolution was duly adopted.

The Rev. Mr. Cooke presented the next resolution on St. James, Shallotte, and moved for the adoption of this resolution. The motion was seconded; there was no discussion; the motion was carried and said resolution was duly adopted.

The Rev. Mr. Cooke presented the next resolution on the Red Cross donation of blood and moved for the adoption of this resolution. The motion was seconded; there was no discussion; the motion was carried and said resolution was duly adopted.

Bishop Sanders then announced the following election results: Executive

Council, Lay: Mrs. JoAnn Bell, Mr. Roy Parker and Mr. Frank Wakefield. General Convention Delegates, Clergy: The Rev. Phillip Craig, The Rev. A. C. Marble, Jr., The Rev. Joshua MacKenzie, The Rev. James Cooke; the alternate is The Rev. Joseph Cooper.

Mr. John Carter announced that the Committee on Constitution and Canons met Friday afternoon. There being no objections voiced, Mr. Carter then proposed the Constitution and Canons changes to the Convention. The motion was seconded; there was no discussion; the motion was carried and said changes were accepted.

Mr. Don Hickman was called upon by Bishop Sanders and moved for the adoption of the Clergy Salary Study Committee recommendations. The motion was seconded; there was no discussion; the motion was carried and said recommendations were accepted.

Bishop Sanders called upon The Rev. Richard Warner for his report on Christian Education. (Refer to Page 113)

Mr. William Moore was called upon by Bishop Sanders for his report on Thompson Children's Home. (Refer to Page 144) Mr. Moore related some of his experiences at Thompson Children's Home and thanked the Convention for their continued support in this endeavor.

Bishop Sanders called upon Ms. Emily Freeman for her report on the Kanuga Conference Center. (Refer to Page 121) Ms. Freeman highlighted the activities at Kanuga over the past year and the upcoming year.

Mr. John Hoyt was called upon to speak to the Convention regarding the salary cuts at Trinity Center. Mr. Hoyt explained that the committee was charged with reducing the personnel costs by $25,000 which resulted in the various cuts affecting the staff in the way of benefits and salary.

Mr. Hodges Hackney was then called upon by Bishop Sanders and provided further information on the decision that was made concerning employee compensation at Trinity Center and the budget that was adopted by the Board.

Bishop Sanders called upon Deacon Bobbie Armstrong from the Diocese of North Carolina to address the Convention on the issue of abolishing the death penalty. Although this is a highly controversial subject, Deacon Armstrong urged the Convention to discuss this matter in their parishes. Deacon Armstrong announced that there will be a vigil at the Legislative Building on Monday, May 21st, in support of abolishing the death penalty in North Carolina and encouraged the Convention to participate if possible.

Mrs. Ede Baldridge was called upon by Bishop Sanders to give her report on Cross Current. Mrs. Baldridge advised that Cross Current's offices in St. James in Wilmington are being refurbished and then outlined last year's activities.

Mrs. Patsy Jones, representative of the Land Stewardship Committee, reported that a conference will be held on March 22nd and 23rd at Browns Summit and that brochures on this event are available.

Bishop Sanders called upon Mrs. Marty Gartman for her report on Campus Ministry at East Carolina. (Refer to Page 111) Mrs. Gartman submitted for her report to the Convention.

The Rev. Kathleen Awbrey was called upon for her report on the Peace and Justice Commission. (Refer to Page 126) The Rev. Ms. Awbrey advised that this is a newly reconstituted commission which is building on the prior work accomplished in this area and referred the Convention to her full report on Page 85 of the workbook. The primary task of the Peace and Justice Commission is one of information and education about issues faced in the church and the role of the church in dealing with those issues.

Bishop Sanders then nominated the following members of the Episcopal Foundation: Mr. Robert Adams, Mr. Hal Broadfoot, Mr. Holley Mack Bell, Mrs. Ann Bustard, Mr. William Morris, Mrs. Mary Mitchell. The nominations were unanimously carried.

Members of the Commission on Ministry were nominated by Bishop Sanders as follows: The Rev. John Weatherly, The Rev. Matthew Stockard, Mr. Channing Daniel, and The Rev. Edward Dunlap for a one year unexpired term. The nominations were unanimously carried.

Bishop Sanders then nominated Trinity's Board of Managers as follows: Mr. Hodges Hackney, The Rev. Russell Johnson, The Rev. Phil Craig and Mr. Carl Ragsdale. The nominations were unanimously carried.

Mrs. Ann Bustard was called upon to respond to the Bishop's Address. Mrs. Bustard highlighted the Bishop's remarks and urged the diocese to accept his challenges for the future and expressed the deep appreciation of the diocese for his leadership, support and guidance. (See Page 167)

Bishop Sanders called upon The Rev. Phillip Glick, the Chairman of the Committee on Courtesy, who proposed a resolution to express the gratitude of the Convention to all those involved in the organization of the Convention and especially gave thanks to Bishop Sanders. The Rev. Mr. Glick then moved for the adoption of this resolution. The motion was seconded; there was no discussion; the motion was carried and said resolution was duly adopted.

There being no new business, Bishop Sanders expressed his appreciation to the Convention for their support and participation in the 107th Annual Convention of the Diocese of East Carolina and led the Convention in the Liturgy of the Table.

The Holy Eucharist was offered and Bishop Sanders then adjourned the 107th Annual Convention of the Diocese of East Carolina at 1:45 p.m.

BISHOP SANDERS' SERMON

ONE HUNDRED AND SEVENTH ANNUAL CONVENTION

DIOCESE OF EAST CAROLINA

ST. MARY'S EPISCOPAL CHURCH, KINSTON

I used to watch him during our daily small group Bible study sessions in Lambeth. He was one of two African Bishops who were in my small group of ten bishops from around the world. The Bishop of Bo was tiny, and old. I watched his hands a lot as they moved expressively and elegantly across the pages of his always open Bible. Occasionally he seemed to doze, but then he would make a statement that meant he had heard everything that was said. I realized with a start one day that when I thought he was dozing, he was in prayer. He was such a gentle man; he was filled with such strength. He was such a humble man. He had won enough prestigious awards to make any man proud. He was such a simple man. He was by far the wisest and most profound man in our group. He was the kind of person you wanted to spend quality time with. There is a phrase that talks about the formation of Christian character. His Christian character was fully developed and formed.

I had the privilege of spending time with Desmond Tutu at Lambeth. Being near Desmond is akin to being near a high energy human generator. His passion for justice and peace explodes out of every pore. Being near Desmond is also being near a man who is filled with the joy of Christ; a man who bubbles over suddenly and often with infectious laughter. He is a hurried man, yet he is never in a hurry. He is a deeply serious and mature man who possesses the gaity of a playful child. There was always a crowd around Desmond. People want to spend quality time with Him. His

Christian character is also fully developed and formed.

This is what the church is about; this is why the church is in business. It exists to produce people like Sister Teresa and Desmond Tutu and the Bishop of Bo. As The Rev. Dr. Richard Busch of Virginia Seminary says, "The actual real life production of Christian character is not only the expectation of the Gospel, but also its validation. When asked by unbelievers, 'How can we know the Gospel is true?', Christians are in the embarrassing position of having to trot out more than our own little arguments. We have to trot out our own little lives." We must be able to present ourselves as living proof of the fact that God really does change lives. Miserable sinners who have been given the liberty of that abundant life which God made known to us in His Son our Saviour Jesus Christ, as our collect for last Sunday says so well. We are a people who are formed in Christian character by the power of the Risen Christ.

"The Good News-Be it! Share it!" is the theme of our convention. And at this convention we kick off the decade of Evangelism in the Episcopal church. We can trivialize this decade of Evangelism by turning it into a recruitment program to make more Episcopalians. Or we can make it a decade of total transformation for the Episcopal Church if we take it seriously as a time when we as a church re-discover what it means to build Christian character. And believe me, one or two hours exposure on Sunday morning is not going to build Christian character, either in ourselves or our children.

"The Good News-Be it! Share it!" takes fully into account that we must be it before we can share it. You are right now practicing to become who you will be. You are deciding who you will be in every decision you make about the way you spend your time and your energy and your money.

Who will you become? What do you spend the most time and energy and money practicing?

To paraphrase Dr. Busch again, and to generalize a little too much in order to make a point, conservative Christians believe the church is about the saving of individual souls while liberal Christians feel it exists to change society. Both miss the point. The church is about the creation of a new people, a chosen race, a royal priesthood, the Body of Christ, the people of God. If the decade of evangelism is to mean anything it must be about the spiritual formation of the character of people within our churches.

As usual our Bible readings put it all in perspective. Our Old Testament lesson knows the joy that we know when we first encounter the Christ. "How beautiful on the mountains, are the feet of one who brings good news, who heralds peace, brings happiness, proclaims salvation, and tells Zion your God is King. Break into shout of joy together...." The epistle is clearly about spiritual formation and empowerment which is the next step on the journey. And finally the gospel of Luke talks about what it means to be sent.

I find that it's easier for me to celebrate some things lately. And recently I've been celebrating in my mind and heart some of the gifts Nancy and I helped give our children. All parents know they help give their children both gifts and handicaps. I suppose we simply pray that the gifts outweigh the handicaps. I think we helped give them the gifts of music and literature and drama. I believe we helped give them the gift of joy and wonder in all God's works and the corresponding thankfulness and playfulness and gaity that goes along with that. I think we helped give them the gift of caring deeply for others; a gift all three are

living out at this time. I think we helped give them the gift of Jesus Christ, but here I really want to stress the fact that we helped. For my children had the privilege of living always in an environment where Christ mattered. They knew the courageous wives and children of prisoners of war in Vietnam and they watched the church support and strengthen them. They knew the unbelievable courage of Hazel Costenbader whose spirit and witness soared as a brain tumor destroyed her body and mind. They knew the witness of Toots and Bain, the most wonderful set of Godparents any child could ever have. Not only were they taught about Christ, they saw Christ in countless Sunday School teachers, clergy, seminary students, camp counselors and so many others that touched their lives. In short, they existed in environments where Christian formation could take place. People gave them the gift of Christ.

To give the Christ to others, that's what this convention is all about.

To give the Christ to others, that's what this decade of evangelism is all about.

To give the Christ to others, for the Christian that's what life is all about. Thanks be to God for giving us the privilege of sharing the life-changing power of the Risen Christ with one another, our diocese and our world.

BISHOP SANDERS' ADDRESS
ONE HUNDRED AND SEVENTH ANNUAL CONVENTION
LENOIR COMMUNITY COLLEGE, KINSTON
FEBRUARY 8, 1990

John 15:6 He who does not dwell in me is thrown away like a withered branch. The withered branches are heaped together, thrown on the fire and burned.
Matthew 21:18 Next morning on his way to the city, he felt hungry; and seeing a fig tree at the road side he went up to it but found nothing on it but leaves. He said to the tree you shall never bear fruit again, and the tree withered and died.
Matthew 5:30 You are the salt of the earth, but if salt has lost its taste how shall its saltiness be restored? It is no longer good for anything except to be thrown out and trodden under foot by men.
Matthew 5:20 For I tell you, unless your righteousness exceeds that of the scribes and Pharisees you will not enter the kingdom of heaven.

We live in an age that equates love with glowing feelings or shallow sentimentality, not hard acts of the will. To those of us who live in such an age the words of Jesus which I have just quoted sound as if they came out of someone else's mouth. For since it no longer seems to matter to us that we are miserable sinners, then we can never understand the cost to God of our forgiveness. And since we all seem to settle for being nice non-controversial people there is no way we can understand the depth of Christ's love.

Let me remind you of one thing that I hope we will keep in our minds throughout this convention. Jesus is tough. His love is tough love. His love enables us and that's what the sacraments are all about; but His love also holds us accountable and responsible. And His love is toughest on those whom He has called and signed with His cross. There is also an urgency about His love that really says get the job done or get out of the way. If the fig tree does not produce, it dies. If the branches are not of Him, they are burned. Salt that has lost its flavor is to be trodden under the feet of men.

Against the backdrop of these words, let us look at the life of our Diocese within the past year. I started to say there is good news and there is bad news. But let me say it as strongly as it needs to be said; there is miraculous news and there is horrendous news within the confines of East Carolina. In those congregations where people are willing to risk and dare, to dream dreams and see visions, some astonishing things are happening. But in other congregations it seems that a business as usual, let's maintain ourselves and not worry about anything else malaise has settled in. Let me tell it the way it feels. It feels like there are congregations in the diocese that are saying to themselves: we're paying our bills, we've got the services of a priest, we've got money in the bank. The hell with everything else.

Let's look at some ways God is changing us. I am deeply heartened by the fact that prayer, both public and private, and our services of healing continue to grow and spread throughout our land. More and more congregations have two or three gathered together daily sharing in morning or evening prayer. There are signs that show that we are learning that a Christian is by definition a praying Christian and that a church is by

definition a praying church. Thanks be to God!

Amy Trester's work with migrant farmworkers continues to flourish and for the first time, this year's budget allows her some part-time help. And surely somehow this year this Diocese will find a way to finish the day care/education center in Newton Grove so that the children of migrants will not have to enter the fields with their parents and so that both children and adults can be educated.

The ministry of Good Shepherd House in Wilmington continues to flourish also. It came as no surprise that we could feed, bathe, clothe and give shelter to victims of homelessness. However, the two greatest miracles I have witnessed in my entire ministry is that through Good Shepherd House approximately one hundred fifty supposedly hopeless street people have been given full time jobs and they are holding them. And because of Good Shepherd House, Good Shepherd Church has become the first Episcopal Church I have seen in my lifetime that is totally integrated both economically and racially.

Crossroads is a tutorial program that increases the reading skills of disadvantaged youth in Wilmington. It is the most successful program that I know of in fighting the most critical problem this country faces, the high school drop-out rate. Hopefully, this program will be expanded first in Wilmington and then throughout the Diocese. Simply consider the cost of keeping a child in Crossroads for one year or in prison for twenty years. Failing to find some means to keep our high risk children in school is not only unchristian, it's just plain stupid as well.

The Rev. Jud Mayfield has been so successful with Shepherd's Staff in Belhaven, and with seeking funds to house our area's rural elderly poor that I asked him to give up being priest-in-charge of Zion, Washington to devote more time to these activities. He agreed and will be working hard to establish Shepherd Staff type operations in Hyde and Tyrrell counties and establish more housing for the rural poor.

These programs have my total and complete support. Later on, the Committee on Poverty will report to you on ways in which they want to strengthen and replicate these programs throughout the diocese. If these programs which I and the leadership of this Diocese advocate so strongly do not deserve the support of you and your home parish, then please tell me so openly. Do not tell me so by conducting mail order stewardship campaigns, having a resultant poor canvass and then balancing your parish budget at the expense of the migrant worker, the street people, the rural poor, and disadvantaged youth. And, please treasurers, do not call up Jane and tell her you're giving the same as last year. No, you're not. With the cost of living adjustment for 1990, you're giving at least 4.5% less to the diocese and diocesan expenses are going up the same 4.5%. You may be giving the same amount of dollars, but you're giving 9% less in actual buying power.

I therefore am asking, begging, pleading, for every congregation in this Diocese to have an Every Member Canvass this coming fall. I am asking each clergy and vestry to recruit at least one fourth of its congregation as canvassers and to give them at least three to four evenings of intensive training before sending them out. If you don't know how to do this, the Diocese has excellent stewardship consultants available. The diocese will also have a day long stewardship workshop in Kinston on May 19th. I expect every church to be heavily represented.

In 1985, Christ Church, New Bern gave $50,000 to the Diocese; in 1990, they contributed $93,000. Want to check your church's figures for the same time? Christ Church is taking stewardship seriously. St. Thomas,

Bath with 57 communicants shares a priest with some other congregations, pays 52% of that priest's package and spends 35% of its income on outreach. They take stewardship seriously. St. Peter's Washington had a $40,000 increase in pledges this year; St. Timothy's, Greenville also had approximately a $35,000 increase. When I asked them why they had such dramatic increases both said, "We followed the directions. We simply did what the diocese has been trying to get us to do for the last five years". In other words, they took stewardship seriously.

I know some churches had extenuating circumstances this year and I know other churches like Servant, Wilmington and St. Paul's, Fayetteville are working heroically to become and remain self-supporting. But far too many of our congregations have not really caught the vision of serious stewardship and I feel sorry for them. Because the congregations that have caught it, have been caught up in a sense of joy and mission and purpose that the others miss.

Let me say it one more time. I am asking every congregation in the Diocese to run an Every Member Canvass this fall. I am asking every congregation in the Diocese to recruit 25% of its membership as canvassers and to give this 25% three to four nights of intensive training. I am making available excellent diocesan consultants and I am asking each congregation to be well represented at the May 19th stewardship workshop in Kinston. I am asking this for the migrant worker, the street people, the elderly poor, the disadvantaged youth; in other words the Christ in our midst.

How about Diocesan stewardship of our monies? How do we determine that? That's very simple. Diocesan Convention has mandated your Executive Council to increase its outside giving by 2% a year, so this year our outside giving is going from 31% to 33% of our total budget. That comes off the top. Once we figure out where that's going, and by the way, that's fun, we then turn to spending inside the diocese. Since we increased the amount we spent in outside giving, it was necessary to decrease the amount we spent on programming within the diocese for 1990. I believe that we have cut programs in such a way as to not cripple them for 1990 but, believe me, it cannot be done again.

And what about those programs? Our program for the Youth of East Carolina is probably the finest of any diocese in the country. We also have the finest youth director and young people. I wish that each of you could attend either Happening or New Beginnings with me and observe the outstanding youth of this diocese in action. I wish to God you could talk to the scores of parents who have told me how Happening totally changed their teenager or totally changed their relationship with their teenager or totally changed the parents themselves because of the change they saw in their teenager. I wish to God you could have been with me at the Diocesan Youth Convention a few weekends ago when two teenagers and a youth advisor were put on trial for impersonating Christians in a real courthouse before a real judge with two excellent lawyers acting as defense attorney and prosecuting attorney. I wish everyone of you could hear the testimony from that trial.

What programs of the Diocese do I not mention? The Commissions on Ageing, Healing, Prison Ministries, Christian Education, Hunger, Liturgical, Department of Mission, Poverty Task Force on and on I could go. All 25 of them doing outstanding jobs. I am grateful to the chairpersons and members of our commissions and committees.

As many of you know Trinity Center operated at about a $50,000 deficit this past year. Your Board of Managers feels that it has pinpointed two

problems that can be solved. The first was our fault. Parishes and groups within the Diocese would often book all sixty conference center beds on weekends and then call up ten days before the scheduled event to say only twenty-five people were coming. It is too late at that point to market the other thirty-five beds. We also need to increase occupancy during the week. The Board of Managers has taken steps to eliminate both of these problems and we do not expect them to re-occur. I do thank Sue Painter and the excellent Trinity Staff for the job that they do.

Let us turn now to the new work going on in the Diocese, and there is some exciting news. Christ Church, Hope Mills is rapidly outgrowing its church and its property. Five acres will soon be purchased at a prime location near the present church which will allow them to expand. Holy Trinity, Hampstead is taking great strides under the leadership of The Rev. John Weatherly and has recently purchased an excellent piece of property just off Highway 17. Although certainly not new work, St. James, Shallotte has its first full-time priest and is making tremendous progress under the direction of The Rev. Richard Warner.

And now let's talk about the focus of the 1990's: the decade of evangelism. Please realize, however, that everything I have talked about so far is directly related to evangelism. And first I want to talk about the evangelizing that must be done with the people who belong to our churches; for that is where we must start.

Let me quote extensively from a sermon by Dr. Richard Bush of Virgina Theological Seminary because I feel it contains some essential truths. Having made the point that our country is no longer Christian, Dr. Busch goes on to say, "If our children are to grow up in the Christian faith, we will have to put them there. If you and I are to live out the Christian faith we need to become part of a deep and intense Christian community which takes seriously both the contemplative relationship with Jesus Christ and a servant posture in the world. Because sometime between the 1950's and 70's the world shifted. It was no longer natural and American to be Christian."

"So we must gather on a regular basis to speak about God in a world that lives as if there is no God. We must speak to one another as beloved brothers and sisters in a world that encourages us to live as strangers. We must pray to God to give us what we cannot have by our own efforts in a world that teaches us we are self-sufficient. We must work with servanthood and downward mobility in a world that teaches us that power and achievements are what really matter." In such a world, what we Christians do together suddenly becomes a matter of life and death. We must take with the deepest seriousness our own spiritual formation and that of our children.

Recently, Newsweek magazine ran an article on the exploding number of support groups in our country. Dealing with almost any subject under the sun, the article goes on to say that these become groups where people can be completely themselves and enjoy the support, comfort and love of their peers. Indeed, the article says, these groups are excellent replacements for the now dead secondary family. I would like to ask the assembled clergy and laypeople a question. Is it really not possible for such support groups to form in every congregation in this diocese centered in prayer and in the study of God's word? There is no sense even talking about evangelism unless and until we make sure that something meaningful and relevant and life-changing is available to every member of our present congregations.

I applaud the work done by our Diocesan Evangelism Commission under

the able leadership of The Rev. David Chamberlain. I perhaps feel that our goals for church growth are a little modest, but perhaps that makes them attainable. I applaud the work of the many parish evangelism committees that I have met with. However, there is one area that we all need to work on and pray about. Nearly all Evangelism programs that I have seen in the Episcopal church are passive. They are designed primarily to deal with the person that comes to us. But I believe effective evangelism is active; I believe it is seeking and searching; I believe it is going into the highways and byways and compelling the persons to come in. No poor person in any of our cities is going to find his way into our churches unless they have been actively sought out and cared for. No black living in the poverty of our rural counties is going to find their way into our churches unless they have been sought out and cared for. It is our convention theme "The Good News-Be it! Share it!" that speaks to the heart of Evangelism. For Evangelism is primarily each individual Christian possessing a quality of life that others want for themselves. There is no way to share it before we "Be it".

A few closing remarks. I believe this year that our priorities must be stewardship and evangelism. However, our needs are desperate primarly in the areas of new church growth and construction, in the area of outreach, and with our black congregations and we are rapidly running out of time. We must have massive funds in these areas if we are to do our job. Therefore, at Convention next year I will in all probability ask convention to consider a capital funds drive to meet these pressing needs.

I close with a word of personal privilege. I have lived and worked in your midst for ten years now. For me it has been a happy, fruitful and productive ten years. And through the grace and power of Jesus Christ all of us together have done some things that have changed some lives. I thank God for our Creative Christian Stewardship Grants, the Cursillo movement, our Outreach programs, the new ways we worship together, Trinity Center and all the rest. We, as a diocese, I suppose, could be content to rest on our laurels. Well, I may be ten years older and twenty pounds heavier than I was when I came here, but I'm also thirty times more determined. For God has given the clergy and laypeople of this Diocese more than we can desire and pray for including a hell of a lot of work to do. And if a branch that is not in Christ is burned, and a fruitless fig tree withered, and tasteless salt trod upon, and the unrighteous kept out of heaven, then you better believe that I want us to be the saltiest, most righteous, fruit producing fig-tree that is a branch of the Body of Christ. I give deepest thanks to Almighty God for allowing me to share in His ministry to you and with you for the past ten years. And now I think we have some important work to do in the coming year in the areas of stewardship and evangelism. I know you will respond as you have in the past. Let's renew our determination and our efforts-God will redouble our strength-as we once again go about our Father's business. And for each of you, and what you have meant to me--Thanks be to God!

DIOCESE OF EAST CAROLINA

KINSTON, NORTH CAROLINA

FINANCIAL STATEMENTS

For the years ended
December 31, 1989 and 1988

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PAGE & SMITH, P.A.
CERTIFIED PUBLIC ACCOUNTANTS
P.O. BOX 3232
KINSTON, NORTH CAROLINA 28501
WILLIAM S. PAGE, JR. TELEPHONE (919) 523-1088 CURTIS S. SMITH

April 24, 1990

Independent Auditor's Report

To the Annual Convention
Diocese of East Carolina
Kinston, North Carolina

We have audited the accompanying balance sheets of the Diocese of East Carolina, as of December 31, 1989 and 1988, and the related statements of changes in fund balance, income and expenditures and cash flows for the years then ended. These financial statements are the responsibility of the officers. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements relating to the Appropriation and General Fund and the Restricted Fund present fairly, in all material respects, the financial position of Diocese of East Carolina, as of December 31, 1989 and 1988, and the results of its operations and its cash flows for the years then ended in conformity with generally accepted accounting principles.

As discussed in Note 1, real estate is recorded at appraised value as determined by Diocesan officials. It was not practical to satisfy ourselves as to the real estate cost or acquisition values. In our opinion, because of the effect of this matter, the financial statements relating to the Real Estate Fund do not present fairly, in accordance with generally accepted accounting principles, the financial position of the Real Estate Fund of the Diocese of East Carolina as of December 31, 1989 and 1988. However, in our opinion, the financial statements relating to the Real Estate Fund do present fairly the financial position of the Real Estate Fund and the results of its operation for the years ended December 31, 1989 and 1988, in accordance with the generally accepted accounting principles of the Episcopal Church, which do permit the use of appraised market value in the absence of historical cost records.

Page + Smith, P.A.

Page & Smith, P.A.
Certified Public Accountants

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
COMPARATIVE BALANCE SHEET
December 31, 1989 and 1988

	December 31	
	1989	1988
Assets		
Appropriation and General Fund and Restricted Fund:		
Checking account - Wachovia Bank	$ 2,731.58	$ 30,930.16
Checking account - Real Estate Fund	20,290.25	11.53
Money Market Account - Restricted Fund	44,732.45	63,000.00
Money Market Fund investments	8,730.21	3,233.15
Accounts Receivable	3,568.11	4,290.36
Cash surrender value of life insurance policies - Restricted Fund	2,460.00	2,360.00
Total Appropriation and General Fund	$ 82,512.60	$ 103,825.20
Real Estate Fund, at appraised value:		
Diocesan House, Kinston, N.C.	$ 536,644.80	$ 536,644.80
Camp Oceanside, Topsail	30,000.00	30,000.00
Alice Hoffman Center, Bogue Banks	250,000.00	250,000.00
Total Real Estate Fund	$ 816,644.80	$ 816,644.80
Total Assets	$ 899,157.40	$ 920,470.00
Liabilities and Fund Balance		
Current Liabilities		
Accounts payable	$ 26.84	$ 3,903.02
Payroll taxes	8,236.87	1,336.13
Notes payable-current Real Estate Fund(note 3)	132,080.04	820.39
Total Current Liabilities	$ 140,343.75	$ 6,059.54
Long-Term Liabilities:		
Note payable- noncurrent Real Estate Fund	$ 0.00	$ 132,088.04
Fund Balance:		
Appropriation and General Fund		
- Unrestricted	$ 6,766.19	$ 33,214.52
- Restricted	47,192.45	65,360.00
Real Estate Fund	704,855.01	683,747.90
Total Fund Balance	$ 758,813.65	$ 782,322.42
Total Liabilities and Fund Balance	$ 899,157.40	$ 920,470.00

See accompanying notes to financial statements.

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
COMPARATIVE STATEMENT OF CHANGES IN FUND BALANCE
For the years ended December 31, 1989 and 1988

	December 31	
	1989	1988
Appropriation and General Fund - Unrestricted:		
Fund Balance - beginning of year	$ 33,214.52	$ 25,622.47
Real estate loan principal payments	(828.39)	(749.85)
Excess income (expenditures)	(25,619.94)	8,341.90
Fund Balance - end of year	$ 6,766.19	$ 33,214.52
Appropriation and General Fund - Restricted:		
Fund Balance - beginning of year	$ 65,360.00	$ 2,265.00
Less disbursement from Restricted Fund	(20,395.95)	0.00
Additions to Restricted Fund (Note 4)	2,128.40	63,000.00
Increase in CSV life insurance	100.00	95.00
Fund Balance - end of year	$ 47,192.45	$ 65,360.00
Real Estate Fund:		
Fund Balance - beginning of year	$ 683,747.90	$ 682,997.57
Interest income of fund investment	753.62	.48
Principal payments on loan from general fund	828.39	749.85
Receipts	19,525.10	0.00
Fund Balance - end of year	$ 704,855.01	$ 683,747.90

See accompanying notes to financial statements.

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
COMPARATIVE STATEMENT OF INCOME AND EXPENDITURES
APPROPRIATION AND GENERAL FUND
For the years ended December 31, 1989 and 1988

	Budget	December 31	
	1989	1989	1988
Support and Revenue:			
Pledges	$ 850,808.00	$ 819,785.31	$ 768,511.93
Episcopal Foundation	85,000.00	85,000.00	105,000.00
Miscellaneous	7,000.00	7,697.55	7,066.05
Sarah Graham Kenan (Flagler interest)	12,320.00	12,320.00	16,720.00
Cross Current Income	5,000.00	5,030.50	0.00
Price-Noe Fund	5,000.00	5,000.00	5,000.00
Investment income-interest	9,000.00	8,590.18	10,414.11
Investment income-Trustees	8,000.00	8,000.00	8,000.00
Creative Christian Stewardship	100,000.00	62,479.66	42,120.82
Nat'l Church Funding for Stewardship Development	30,000.00	30,000.00	0.00
Foundation for Stewardship Development	30,000.00	30,000.00	30,000.00
Total Support and Revenue	$ 1,142,128.00	$ 1,073,903.20	$ 992,832.91
Expenditures:			
Grants outside the Diocese (Schedule 1)	$ 131,700.00	$ 104,343.16	$ 86,026.45
General Convention budget	12,607.00	12,604.00	11,107.00
General Convention delegates	5,000.00	5,000.00	4,600.00
Lambeth Travel	500.00	500.00	4,000.00
General Church program	205,000.00	205,000.00	188,000.00
Land Stewardship Council	2,000.00	2,000.00	2,000.00
Synod quota	1,749.00	1,749.00	1,500.00
	$ 358,556.00	$ 331,196.16	$ 297,233.45
Diocesan programs (Schedule 2)	202,755.00	172,959.46	145,085.00
Administrative costs (Schedule 3)	611,745.06	595,367.52	542,172.56
Total Expenditures	$ 1,173,056.06	$ 1,099,523.14	$ 984,491.01
Excess Income (Expenditures)	$ (30,928.06)	$ (25,619.94)	$ 8,341.90

See accompanying notes to financial statements.

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
COMPARATIVE STATEMENT OF CASH FLOWS
For the years ended December 31, 1989 and 1988

	December 31	
	1989	1988
Operating Activities:		
Excess income (expenditures)-Real Estate Fund	$ 20,278.72	$ .48
Excess income (expenditures)-General Fund	(25,619.94)	8,341.90
Excess income (expenditures)-Restricted Fund	(18,167.55)	63,095.00
Adjustments to reconcile excess income (expenditures) to net cash provided by operations:		
Accounts receivable	722.25	(4,290.36)
Accounts payable	(3,876.18)	1,752.52
Payroll taxes payable	6,900.74	(6,361.74)
Net cash provided by operating activities	$ (19,761.96)	$ 62,537.80
Investing Activities:		
Increase in cash surrender value of life insurance	$ (100.00)	$ (95.00)
Financing Activities:		
Principal payments on debt obligations	$ (828.39)	$ (749.85)
Increase in cash and cash equivalents	$ (20,690.35)	$ 61,692.95
Cash and cash eqivalents - beginning of year	97,174.84	35,481.89
Cash and cash equivalents - end of year	$ 76,484.49	$ 97,174.84

See accompanying notes to financial statements.

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
NOTES TO FINANCIAL STATEMENTS
For the years ended December 31, 1989 and 1988

(1) SIGNIFICANT ACCOUNTING POLICIES

Accounting Basis for Reporting Income

The financial statements for the years ended December 31, 1989 and 1988, have been prepared using the accrual method of accounting, whereby income is recorded when earned or pledged, and expenses are recorded when incurred rather than when paid.

Real Estate

Real estate is recorded at appraised values as determined by Diocesan officials rather than at cost or acquisition appraisal value except for the Kinston Diocesan House which is recorded at cost. Real estate at Trinity Center, Atlantic Beach, N. C., is not reflected in the Diocese Real Estate Fund since it is recorded on the books of Trinity Center.

Furniture, Fixtures and Equipment

It is the policy of the Diocese to expense the costs of furniture, fixtures and equipment in the year acquired rather than to capitalize and depreciate them.

(2) CASH SURRENDER VALUE OF LIFE INSURANCE

The Diocese is the owner and beneficiary of certain life insurance policies. The cash surrender value is adjusted annually at December 31 to reflect the increase in value during the fiscal year.

(3) NOTE PAYABLE

The terms of the note payable to the Sarah Graham Kenan Fund call for 59 monthly payments of $1,173.50 each and a final payment of $130,410.00 on November 15, 1990.

(4) ADDITION TO RESTRICTED FUND

The Diocese received a bequest of $63,000.00 in 1988 which is being held temporarily in the restricted fund pending final disbursement to either the Trustees of the Diocese of East Carolina or the Episcopal Foundation. Of this, $20,395.95 has been disbursed for capital improvements to Christ Church, Hope Mills, N. C.

PAGE & SMITH, P.A.
CERTIFIED PUBLIC ACCOUNTANTS
P.O. BOX 3232
KINSTON, NORTH CAROLINA 28501
WILLIAM S. PAGE, JR. TELEPHONE (919) 523-1088 CURTIS S. SMITH

April 24, 1990

INDEPENDENT AUDITOR'S REPORT ON ADDITIONAL INFORMATION

Episcopal Fondation of the
Diocese of East Carolina
Kinston, North Carolina

Our report on our audit of the basic financial statements of the Diocese of East Carolina, appears on page 1. The audit was made for the purpose of forming an opinion on the basic financial statements taken as a whole. The following schedules are presented for purposes of additional analysis and is not a required part of the basic financial statements. Such information has been subjected to the auditing procedures applied in the audit of the basic financial statements and, in our opinion, is fairly stated in all material respects in relation to the basic financial statements taken as a whole.

Page & Smith P.A.

Page & Smith, P.A.
Certified Public Accountants

Schedule 1

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
COMPARATIVE SCHEDULE OF GRANTS OUTSIDE THE DIOCESE
For the years ended December 31, 1989 and 1988

	Budget	December 31	
	1989	1989	1988
Grants:			
Kanuga	$ 1,000.00	$ 1,000.00	$ 1,000.00
Thompson Children's Orphanage	7,500.00	7,500.00	7,500.00
St. Mary's College	1,000.00	1,000.00	1,000.00
St. Mary's Building Fund	1,000.00	1,000.00	0.00
St. Augustine's College	6,500.00	6,500.00	6,500.00
University of the South -Sewanee	1,000.00	1,000.00	1,000.00
North Carolina Council of Churches	3,000.00	3,000.00	3,000.00
Creative Stewardship	70,000.00	43,735.76	29,484.57
Prison ministries	6,000.00	5,286.32	4,430.23
Ecumenical relations	2,750.00	2,360.86	2,583.50
Episcopal Radio/TV Foundation	1,200.00	1,200.00	1,200.00
Shepherd's Staff	1,000.00	1,000.00	0.00
Good Shepherd's House	2,000.00	2,000.00	0.00
Hunger commission	1,500.00	1,500.22	554.95
Peace with Justice commission	250.00	58.25	0.00
Migrant Ministries	26,000.00	26,201.75	27,773.20
Total Grants Outside Diocese	$ 131,700.00	$ 104,343.16	$ 86,026.45

See accompanying notes to financial statements.

Schedule 2

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
COMPARATIVE SCHEDULE OF DIOCESAN PROGRAMS
For the years ended December 31, 1989 and 1988

	Budget	December 31	
	1989	1989	1988
Diocesan Programs:			
Camps and conferences	$ 25,000.00	$ 25,000.00	$ 25,000.00
Department of Christian Ministries	1,500.00	1,421.17	1,037.99
Department of Evangelism	3,000.00	2,048.05	405.41
Department of Mission:			
Grants to churches	80,000.00	68,589.32	77,425.51
Mission to Black congregations	15,000.00	15,000.00	0.00
Moving	5,000.00	2,593.82	3,625.27
Departmental expense	1,200.00	1,245.66	473.70
Area Studies	8,000.00	10,347.51	6,065.74
Conference for small parishes	1,000.00	916.00	0.00
Consultant's fund for small parishes	1,000.00	820.41	0.00
Consultant's network	2,000.00	226.68	0.00
Department of Stewardship	6,000.00	4,883.06	1,355.85
Video presentation	500.00	500.00	0.00
Liturgical Commission	4,000.00	4,006.62	3,009.14
Commission on Aging	2,000.00	2,293.76	1,970.80
Arts committee	1,000.00	378.71	0.00
Family ministries	1,300.00	405.83	472.61
Diocesan Resource Center	5,850.00	5,440.43	5,324.37
Creative Christian Stewardship	30,000.00	19,841.90	12,636.25
Program Committee	1,500.00	967.26	1,530.66
Commission on Healing	1,000.00	500.01	206.77
Planning, Design, and Const.	785.00	553.07	204.25
Alcohol Commission	200.00	293.21	100.00
Committee on the Diaconate	4,000.00	3,056.10	1,821.48
Commission on Ministry	1,920.00	1,630.88	2,419.20
Total Diocesan Programs	$ 202,755.00	$ 172,959.46	$ 145,085.00

See accompanying notes to financial statements.

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
COMPARATIVE SCHEDULE OF ADMINISTRATIVE COSTS
For the years ended December 31, 1989 and 1988

	Budget	December 31	
	1989	1989	1988
Bishop:			
Salary	$ 45,065.63	$ 45,065.63	$ 43,125.00
Pension premium	11,197.00	11,196.65	10,714.52
Utilities	2,508.00	2,508.00	2,400.00
Travel	10,345.50	10,345.00	9,900.00
Housing	14,630.00	14,630.00	14,000.00
Assistant for Program and Ministry:			
Salary	32,972.36	32,972.36	31,552.50
Pension premium	8,297.56	8,297.56	7,940.25
Utilities	2,842.40	2,842.40	2,720.00
Travel	8,569.00	8,569.00	8,200.00
Housing	10,282.80	10,282.80	9,840.00
Assistant for Finance and Admin.	28,802.81	28,802.81	27,562.50
Stewardship Development Office:			
Salary	27,500.00	27,500.00	30,000.00
Benefits	6,463.00	6,799.70	0.00
Equipment maintenance	750.00	0.00	0.00
Membership/publications	1,250.00	471.10	0.00
Travel	5,000.00	4,671.63	0.00
Secretary	7,500.00	0.00	0.00
Office rent	3,537.00	3,480.00	0.00
Office supplies	750.00	3,404.32	0.00
Printing	2,000.00	7,316.49	0.00
Postage	5,250.00	2,953.29	0.00
Provincial and National Meetings	3,000.00	3,056.20	4,159.64
Youth Coordinator:			
Salary	24,000.00	24,000.00	21,420.00
Travel	3,500.00	3,500.00	3,780.00
Payment for IRA	2,640.00	2,640.00	2,201.81
Subtotal	$ 268,653.06	$ 265,304.94	$ 229,516.22

See accompanying notes to financial statements.

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
COMPARATIVE SCHEDULE OF ADMINISTRATIVE COSTS (CONT'D)
For the years ended December 31, 1989 and 1988

	Budget	December 31	
	1989	1989	1988
Diocesan Offices:			
Secretaries	45,000.00	43,925.08	42,131.16
Payments for IRA	8,500.00	7,923.06	10,045.09
Pension supplement	1,920.00	160.00	1,920.00
Diocesan house interest	14,082.00	13,253.61	13,332.15
Maintenance	9,000.00	9,000.00	9,000.00
Postage & printing	17,000.00	12,577.36	15,069.65
Telephone	11,500.00	11,236.45	10,916.12
General office expense	20,000.00	19,548.90	18,961.28
Payroll taxes	11,000.00	16,432.49	13,919.31
Audit expense	1,400.00	1,174.98	1,194.50
Yard Service	1,600.00	1,246.96	1,179.80
Utilities	7,000.00	6,100.28	6,294.78
Janitoral	3,600.00	3,180.00	2,880.00
New Copier	0.00	0.00	0.00
Health and life insurance	$ 40,000.00	$ 38,392.33	$ 33,790.29
Retired clergy supplement	12,000.00	11,360.00	7,470.00
Diocesan insurance	6,000.00	6,504.00	5,270.60
Graham capital improvement	8,500.00	5,665.00	8,500.00
Diocesan convention	15,000.00	15,019.98	14,758.56
Theological Education:			
Grants to seminarians	10,000.00	11,674.77	10,597.23
Continuing education - Clergy	5,000.00	5,406.12	2,403.00
Clergy conference	2,500.00	1,863.00	2,341.00
Subtotal	$ 250,602.00	$ 241,644.37	$ 231,974.52

See accompanying notes to financial statements.

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
COMPARATIVE SCHEDULE OF ADMINISTRATIVE COSTS (CONT'D)
For the years ended December 31, 1989 and 1988

	Budget	December 31	
	1989	1989	1988
Department of Communications:			
Editor's salary	12,540.00	12,540.00	12,000.00
Contributing editors	2,400.00	1,530.30	1,490.42
Expenses and photos	6,800.00	4,926.16	6,250.03
Publication	27,500.00	27,926.57	23,363.03
Department of College Work	26,000.00	25,500.00	23,000.00
Department of Christian Education:			
Department work	5,750.00	4,514.63	5,158.22
Youth	8,500.00	8,481.25	6,920.72
Education for ministry	3,000.00	2,999.30	2,499.40
Subtotal	$ 92,490.00	$ 88,418.21	$ 80,681.82
Subtotal of page #10	268,653.06	265,304.94	229,516.22
Subtotal of page #11	250,602.00	241,644.37	231,974.52
Total Administrative Costs	$ 611,745.06	$ 595,367.52	$ 542,172.56

See accompanying notes to financial statements.

Schedule 4

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
SCHEDULE OF CLEARING ITEMS RECEIVED AND DISBURSED
For the years ended December 31, 1989 and 1988

	December 31	
	1989	1988
Various - Red Tide	$ 0.00	$ 43,512.63
Various individuals - life insurance	6,864.93	6,527.43
Various - United Thank Offering	1,148.09	967.88
Various - Bishop's Discretionery Fund	228.00	500.00
Various - Trustees, Diocese of East Carolina	0.00	4,500.00
Various - Trinity Center scholarships	350.00	0.00
Various - Small Church conference	175.00	0.00
Various - Wachovia Transfers	0.00	6,953.31
Organ clearinghouse	3,000.00	0.00
Various - "Our Shared Vision"	7,050.00	0.00
ECW - Migrant Ministry	0.00	300.00
Trinity Center - King Memorial	125.00	0.00
Various - Trustees, Diocese of East Carolina	0.00	500.00
Various - Presiding Bishop's Fund	23,774.13	0.00
Various - Trinity Center Outdoor Chapel	5,943.17	0.00
Various - Diocese of Jerusalem	297.50	0.00
Trustee - Trinity Center	150.00	0.00
Nelson Foundation - Episcopal Foundation	455.00	0.00
Good Shephard - Loan repayment	2,500.00	0.00
Glenn Richards - Travel	266.31	0.00
Episcopal Building Fund - St. Annes, Jacksonville	23,500.00	0.00
Christ Church, New Bern - Diocese of Northern Territory	943.40	0.00
Christ Church, Hope Mills - Parking lot	20,395.95	0.00
Trustees - Murchison	0.00	15,689.38
St. Cyprians - Salary	0.00	2,189.54
Foundation - Smith Estate	0.00	1,000.00
Foundation - Griffin	0.00	1,200.00
Trustees - Shepherd Staff	0.00	1,500.00
Various - Good Shepherd House	10,100.00	0.00
Merritt Estate	0.00	63,000.00
D. & F. Missionary Society	0.00	79,400.00
Smithson Estate Transfer	47,000.00	45,000.00
Various - Presiding Bishop's Fund for World Relief	376.14	747.62
Various miscellaneous transfers	0.00	3,912.77
Total	$ 154,642.62	$ 277,400.56

See accompanying notes to financial statements.

COMPARISON OF PLEDGES

	CONGREGATIONS	PLEDGED '89	PLEDGED '90	INC/(DEC) DOLLAR	NDBI PERCENT
1.	AHOSKIE, ST. THOMAS/MUFREES	$13,500	$15,000	$1,500	19.8%
2.	AURORA, HOLY CROSS	$1,400	$700	($700)	10.0%
3.	BATH, ST. THOMAS	$5,640	$8,586	$2,946	17.5%
4.	BEAUFORT, ST. PAULS	$23,532	$24,516	$984	
5.	BELHAVEN, ST. JAMES	$2,640	$4,050	$1,410	15.0%
6.	BELHAVEN, ST. MARYS	$800	$700	($100)	
7.	BURGAW, ST. MARYS	$2,000	$2,200	$200	9.0%
8.	CHOCOWINITY, TRINITY	$2,400	$2,640	$240	
9.	CLINTON, ST. PAULS	$1,600	$2,600	$1,000	5.0%
10.	COLUMBIA, ST. ANDREWS	$1,200	$1,416	$216	
11.	CRESWELL, CHRIST	$700	$845	$145	13.0%
12.	CRESWELL, GALILEE MISSION	$250	$250	$0	10.0%
13.	EDENTON, ST. JOHNS	$1,800	$1,700	($100)	
14.	EDENTON, ST. PAULS	$29,000	$29,000	$0	
15.	ELIZABETH CITY, CHRIST	$24,000	$26,120	$2,120	16.0%
16.	E.TOWN, ST. CHRISTOPHERS	$2,200	$3,000	$800	9.8%
17.	FAIRFIELD, ALL SAINTS	$200	$200	$0	
18.	FARMVILLE, EMMANUEL	$1,000	$1,200	$200	
19.	FAYETTEVILLE, GOOD SHEPHERD	$1,000	$1,000	$0	
20.	FAYETTEVILLE, HOLY TRINITY	$40,000	$40,000	$0	
21.	FAYETTEVILLE, ST. JOHNS	$50,000	$51,000	$1,000	

COMPARISON OF PLEDGES

	CONGREGATIONS	PLEDGED '89	PLEDGED '90	INC/(DEC) DOLLAR	NDBI PERCENT
22.	FAYETTEVILLE, ST. JOSEPHS	$3,000	$3,000	$0	
23.	FAYETTEVILLE, ST. PAULS	$3,283	$3,700	$417	7.0%
24.	GATESVILLE, ST. MARYS	$1,500	$1,500	$0	
25.	GOLDSBORO, ST. ANDREWS	$1,200	$1,320	$120	
26.	GOLDSBORO, ST. FRANCIS	$14,262	$15,400	$1,138	16.0%
27.	GOLDSBORO, ST. STEPHENS	$34,000	$34,000	$0	16.5%
28.	GREENVILLE, ST. PAULS	$40,500	$43,700	$3,200	19.0%
29.	GREENVILLE, ST. TIMOTHYS	$11,078	$13,500	$2,422	
30.	GRIFTON, ST. JOHNS-MARKS	$1,900	$1,900	$0	
31.	HAMPSTEAD, HOLY TRINITY	$3,112	$5,000	$1,888	10.0%
32.	HAVELOCK, ST. CHRISTOPHERS*	$500	$500	$0	
33.	HERTFORD, HOLY TRINITY	$3,100	$3,100	$0	8.6%
34.	HOPE MILLS, CHRIST	$5,620	$5,640	$20	10.0%
35.	JACKSONVILLE, ST. ANNES	$23,500	$23,500	$0	
36.	KINSTON, HOLY INNOCENTS	$3,700	$4,000	$300	
37.	KINSTON, ST. AUGUSTINES	$1,670	$1,700	$30	
38.	KINSTON, ST. MARYS	$47,179	$49,167	$1,988	17.0%
39.	LAKE LANDING, ST. GEORGES	$1,848	$2,170	$322	14.0%
40.	LUMBERTON, TRINITY	$10,000	$14,200	$4,200	12.0%
41.	MOREHEAD CITY, ST. ANDREWS	$49,703	$53,779	$4,076	19.0%
42.	NAGS HEAD, ST. ANDREWS	$22,500	$24,000	$1,500	15.0%

COMPARISON OF PLEDGES

	CONGREGATIONS	PLEDGED '89	PLEDGED '90	INC/(DEC) DOLLAR	NDBI PERCENT
43.	NEW BERN, CHRIST	$82,800	$93,030	$10,230	21.0%
44.	NEW BERN, ST. CYPRIANS	$3,759	$4,000	$241	14.0%
45.	NORTHWEST, ALL SOULS	$1,450	$1,650	$200	10.0%
46.	ORIENTAL, ST. THOMAS	$2,400	$5,600	$3,200	
47.	PLYMOUTH, GRACE	$2,140	$2,140	$0	
48.	ROPER, ST. ANNES-ST. LUKES	$1,200	$1,200	$0	8.0%
49.	ROXOBEL, ST. MARKS	$400	$400	$0	
50.	SHALLOTTE, ST. JAMES	$900	$3,000	$2,100	6.0%
51.	SLADESVILLE, ST. JOHNS	$200	$200	$0	
52.	SOUTHPORT, ST. PHILIPS	$4,800	$5,300	$500	
53.	SUNBURY, ST. PETERS	$1,000	$1,000	$0	10.0%
54.	SWANQUARTER, CALVARY	$219	$250	$31	
55.	SWANSBORO, ST. PETERS	$2,500	$3,000	$500	5.4%
56.	THOMAS LANDING, ST. PHILIPS	$710	$750	$40	
57.	TRENTON, GRACE	$500	$500	$0	
58.	VANCEBORO, ST. PAULS	$900	$900	$0	
59.	WASHINGTON, ST. PAULS	$800	$900	$100	
60.	WASHINGTON, ST. PETERS	$46,600	$59,430	$12,830	21.0%
61.	WASHINGTON, ZION	$1,200	$1,200	$0	
62.	WHITEVILLE, GRACE	$5,047	$5,200	$153	8.2%
63.	WILLIAMSTON, ADVENT	$15,900	$17,000	$1,100	17.7%

COMPARISON OF PLEDGES

	CONGREGATIONS	PLEDGED '89	PLEDGED '90	INC/(DEC) DOLLAR	NDBI PERCENT
64.	WILMINGTON, SERVANT	$3,000	$3,000	$0	4.6%
65.	WILMINGTON, GOOD SHEPHERD	$3,300	$3,300	$0	7.5%
66.	WILMINGTON, ST. ANDREWS	$21,000	$18,000	($3,000)	
67.	WILMINGTON, ST. JAMES	$60,000	$63,000	$3,000	
68.	WILMINGTON, ST. JOHNS	$62,783	$66,000	$3,217	
69.	WILMINGTON, ST. MARKS	$2,400	$2,400	$0	
70.	WILMINGTON, ST. PAULS	$7,644	$9,220	$1,576	
71.	WINDSOR, ST. THOMAS	$8,130	$8,517	$387	
72.	WOODVILLE, GRACE	$2,500	$2,700	$200	
		$834,199	$904,286	$70,087	

* DID NOT RECEIVE PLEDGE CARD, USED 1989 PLEDGE AMOUNT

PROPOSED
1990 BUDGET

INCOME	1989 BUDGET	1989 ACTUAL	1990 PROPOSED	1990 PROPOSED BUDGET
BAL. BROUGHT FORWARD	30,928.06	30,928.06	10,500.00	10,500.00
PLEDGES	836,808.00	800,798.80	903,986.00	903,986.00
EPISCOPAL FOUNDATION	85,000.00	85,000.00	65,000.00	65,000.00
FOUND. FUND FOR STEWARDSHIP DEVELOPMENT OFFICE	30,000.00	30,000.00	30,000.00	30,000.00
NATIONAL CHURCH FUNDING FOR STEWARD. DEV. OFFICE	30,000.00	30,000.00	30,000.00	30,000.00
PLEDGES PRIOR YEARS	14,000.00	18,986.51	15,000.00	15,000.00
MISCELLANEOUS	7,000.00	7,697.55	1,000.00	1,000.00
SARAH GRAHAM KENAN	12,320.00	12,320.00	27,920.00	27,920.00
INTEREST	9,000.00	8,590.18	9,000.00	9,000.00
TRUSTEES	8,000.00	8,000.00	8,000.00	8,000.00
CREATIVE CHRISTIAN STEWARD	100,000.00	63,479.66	100,000.00	100,000.00
PRICE-NOE FOR THEO. ED.	5,000.00	5,000.00	5,000.00	5,000.00
CROSS CURRENT INCOME	5,000.00	5,030.30	5,000.00	6,000.00
TOTAL	1,173,056.06	1,105,831.06	1,210,406.00	1,211,406.00

EXPENDITURES OUTSIDE GIVING

	1989 BUDGET	1989 ACTUAL	1990 ASKINGS	1990 PROPOSED
GENERAL CHURCH PROGRAM	205,000.00	205,000.00	211,000.00	211,000.00
GENERAL CONVENTION BUDGET	12,607.00	12,604.00	12,990.00	12,990.00
GENERAL CONVENTION DELEGATE	5,000.00	5,000.00	5,000.00	5,000.00
LAMBETH TRAVEL	500.00	500.00	500.00	500.00
EST. OF NEW COMPANION DIOCESE	0.00	0.00	2,500.00	0.00
SYNOD QUOTA	1,749.00	1,749.00	2,000.00	2,000.00
LAND STEWARDSHIP COUNCIL	2,000.00	2,000.00	2,000.00	2,000.00
GRANTS:				
KANUGA	1,000.00	1,000.00	1,000.00	1,000.00
THOMPSON CHILDREN'S HOME	7,500.00	7,500.00	7,500.00	7,500.00
ST. MARY'S COLLEGE	1,000.00	1,000.00	1,000.00	1,000.00
BUILDING FUND	1,000.00	1,000.00	1,000.00	1,000.00
ST. AUGUSTINE'S COLLEGE	6,500.00	6,500.00	6,500.00	6,500.00
UNIV. OF SOUTH-SEWANEE	1,000.00	1,000.00	1,000.00	1,000.00
N.C. COUNCIL OF CHUR. DUES	3,000.00	3,000.00	3,000.00	3,000.00
EPISCOPAL RADIO/TV FOUND.	1,200.00	1,200.00	1,200.00	1,200.00
ECUMENICAL RELATIONS	2,750.00	2,360.86	2,650.00	2,650.00
HUNGER COMMITTEE	1,500.00	1,500.22	1,350.00	1,350.00
EPISCOPAL FMWRKRS MINISTRY	26,000.00	26,201.75	35,220.00	35,220.00
PRISON COMMISSION	6,000.00	5,286.32	4,500.00	4,500.00
PEACE WITH JUSTICE COMMITTEE	250.00	58.25	3,010.00	1,265.00
CREATIVE STEWARDSHIP	70,000.00	43,735.76	79,888.98	79,888.98
SHEPHERD'S STAFF	1,000.00	1,000.00	10,000.00	9,000.00
GOOD SHEPHERD HOUSE	2,000.00	2,000.00	10,000.00	9,000.00
CROSSROADS	0.00	0.00	5,000.00	4,500.00
TOTAL OUTSIDE DIOCESE	358,556.00	331,196.16	409,808.98	403,063.98

	1989 BUDGET	1989 ACTUAL	1990 ASKINGS	1990 PROPOSED
	INSIDE GIVING			
BISHOP				
SALARY	45,065.63	45,065.63	47,093.58	45,065.63
UTILITIES	2,508.00	2,508.00	2,620.86	2,620.86
TRAVEL	10,345.00	10,345.00	10,811.05	13,652.38
HOUSING	14,630.00	14,630.00	15,288.35	15,288.35
PENSION PREMIUM	11,197.00	11,196.65	12,148.70	11,335.32
SOCIAL SECURITY	0.00	0.00	2,490.00	0.00
ASSISTANT TO BISHOP FOR PROGRAM & MINSTRY				
SALARY	32,972.36	32,972.36	34,456.12	34,456.12
UTILITIES	2,842.40	2,842.40	2,970.31	2,970.31
TRAVEL	8,569.00	8,569.00	8,954.61	8,954.61
HOUSING	10,282.80	10,282.80	10,745.53	10,745.53
PENSION PREMIUM	8,297.56	8,297.56	8,671.00	8,671.00
SOCIAL SECURITY	0.00	0.00	1,845.00	0.00
ASSISTANT TO BISHOP FOR FINANCE & ADMINISTRA.				
SALARY	28,802.81	28,802.81	31,000.00	31,000.00
YOUTH COORDINATOR				
SALARY	24,000.00	24,000.00	26,000.00	26,000.00
TRAVEL	3,500.00	3,500.00	3,500.00	3,500.00
CASH CONTRI. FOR RETIREMENT	2,640.00	2,640.00	2,860.00	2,860.00
STEWARD. DEVELOPMENT OFFICE				
SALARY	27,500.00	27,500.00	29,000.00	29,000.00
BENEFITS	6,463.00	6,799.70	7,045.00	7,045.00
MEMBERSHIPS; PUBLICATIONS	1,250.00	471.10	450.00	450.00
TRAVEL	5,000.00	4,671.63	5,000.00	5,000.00
SECRETARY	7,500.00	0.00	0.00	0.00
OFFICE RENTAL & EXPENSE	3,537.00	3,480.00	5,200.00	5,200.00
OFFICE SUPPLIES	750.00	3,404.32	1,000.00	1,000.00
EQUIPMENT MAINTANENCE	750.00	0.00	750.00	750.00
PRINTING	2,000.00	7,316.49	5,000.00	5,000.00
POSTAGE	5,250.00	2,779.91	3,500.00	3,500.00
CONTINGENCY	0.00	0.00	3,055.00	3,055.00
PROVINCIAL & NAT'L MEETINGS	3,000.00	3,056.20	3,100.00	3,058.00

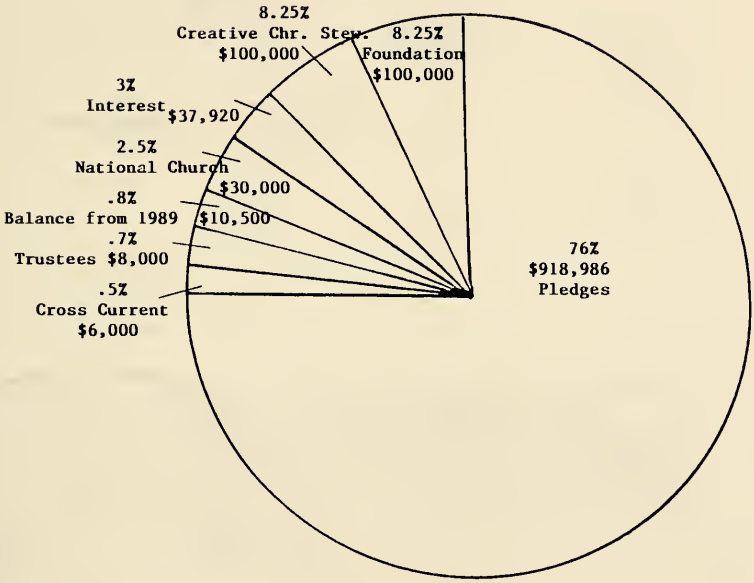
	1989 BUDGET	1989 ACTUAL	1990 ASKINGS	1990 PROPOSED
DIOCESAN OFFICE				
SECRETARIES	45,000.00	43,925.08	50,000.00	46,000.00
PENSION SUPPLEMENT	1,920.00	160.00	0.00	0.00
CASH CONTRI. FOR RETIREMENT	8,500.00	7,923.06	8,500.00	8,500.00
DIOCESAN LOAN PAYMENT	14,082.00	14,082.00	14,082.00	14,082.00
GENERAL OFFICE EXPENSE	20,000.00	19,548.90	20,000.00	18,474.89
POSTAGE & PRINTING	17,000.00	12,750.74	17,000.00	13,500.00
TELEPHONE	11,500.00	11,236.45	11,500.00	11,500.00
UTILITIES	7,000.00	6,100.28	7,000.00	6,500.00
JANITORIAL SERVICE	3,600.00	3,180.00	3,600.00	3,600.00
YARD SERVICE	1,600.00	1,246.96	2,000.00	2,000.00
PAYROLL TAXES	11,000.00	15,436.24	16,500.00	16,500.00
AUDIT EXPENSE	1,400.00	1,174.98	1,400.00	1,400.00
MAINTENANCE	9,000.00	9,000.00	10,000.00	9,000.00
HEALTH & LIFE INSURANCE	40,000.00	38,392.33	46,000.00	46,000.00
MEDICARE SUPPLEMENT	12,000.00	11,360.00	15,000.00	15,000.00
DIOCESAN INSURANCE	6,000.00	6,504.00	6,500.00	6,500.00
GRAHAM CAPITAL IMPROVEMENTS	8,500.00	5,665.00	8,500.00	8,500.00
DIOCESAN CONVENTION	15,000.00	15,019.98	16,000.00	15,500.00
THEOLOGICAL EDUCATION				
GRANTS TO SEMINARIANS	10,000.00	11,674.77	15,000.00	9,000.00
CONTINUING EDUCATION-CLERGY	5,000.00	5,301.47	5,500.00	5,000.00
CLERGY CONFERENCES	2,500.00	1,863.00	2,500.00	2,000.00
DEPARTMENT OF COMMUNICATIONS				
EDITOR'S SALARY	12,540.00	12,540.00	13,200.00	13,200.00
CONTRIBUTING EDITOR	2,400.00	1,530.30	2,400.00	2,400.00
EXPENSES AND PHOTOS	6,800.00	4,899.32	6,800.00	5,500.00
PUBLICATION	27,500.00	27,926.57	28,000.00	28,000.00
DEPARTMENT OF COLLEGE WORK	26,000.00	25,500.00	26,906.00	27,446.00
DEPT. OF CHRISTIAN EDUCATION				
DEPARTMENT WORK	5,750.00	4,514.63	7,500.00	5,750.00
YOUTH	8,500.00	8,481.25	11,550.00	8,500.00
EDUCATION FOR MINISTRY	3,000.00	2,999.30	3,000.00	2,500.00

	1989 BUDGET	1989 ACTUAL	1990 ASKINGS	1990 PROPOSED
CAMPS AND CONFERENCES	25,000.00	25,000.00	25,000.00	25,000.00
DEPT. OF CHRISTIAN MINISTRIES	1,500.00	1,421.17	2,125.00	1,575.00
DEPT. OF EVANGELISM & RENEWAL	3,000.00	2,048.05	4,000.00	3,000.00
DEPT. OF MISSION				
GRANTS TO CHURCHES	80,000.00	68,589.32	83,000.00	74,000.00
MISSION TO BLACK CONGRE.	15,000.00	15,000.00	10,000.00	10,000.00
MOVING	5,000.00	2,593.82	5,000.00	4,000.00
DEPARTMENT EXPENSES	1,200.00	1,245.66	1,200.00	1,000.00
AREA STUDIES	8,000.00	10,347.51	12,000.00	10,000.00
CONFERENCE SM. PARISHES	1,000.00	916.00	2,000.00	1,500.00
CONSULTANTS FD. SM. PARISHES	1,000.00	820.41	1,000.00	1,000.00
CONSULTANT'S NETWORK	2,000.00	226.68	2,000.00	1,000.00
DEPARTMENT OF STEWARDSHIP	6,000.00	4,883.06	3,800.00	3,600.00
VIDEO PRESENTATION	500.00	500.00	5,000.00	0.00
LITURGICAL COMMISSION	4,000.00	4,006.62	5,255.00	3,500.00
COMMISSION ON AGEING	2,000.00	2,293.76	3,000.00	2,000.00
PROGRAM COMMITTEE	1,500.00	967.26	1,200.00	1,000.00
ALCOHOL COMMISSION	200.00	293.21	1,285.00	900.00
DIOCESAN RESOURCE CENTER	5,850.00	5,440.43	5,850.00	5,000.00
FAMILIES MINISTRIES	1,300.00	405.83	1,300.00	750.00
COMMISSION ON MINISTRY	1,920.00	1,630.88	2,120.00	1,925.00

	1989 BUDGET	1989 ACTUAL	1990 ASKINGS	1990 PROPOSED
COMMITTEE ON THE DIACONATE	4,000.00	3,056.10	4,025.00	3,000.00
COMMISSION ON HEALING	1,000.00	500.01	1,000.00	950.00
PLAN. DESIGN & CONSTRUCTION	785.00	553.07	500.00	500.00
ARTS COMMITTEE	1,000.00	378.71	5,760.00	1,000.00
CREATIVE STEWARDSHIP	30,000.00	19,841.90	23,411.02	20,111.02
TOTAL INSIDE DIOCESE	814,499.56	768,027.63	871,324.13	808,342.02
TOTAL OUTSIDE DIOCESE	358,556.00	331,196.16	399,920.00	403,063.98
BUDGET TOTAL	1,173,055.56	1,099,223.79	1,271,244.13	1,211,406.00

DIOCESE OF EAST CAROLINA

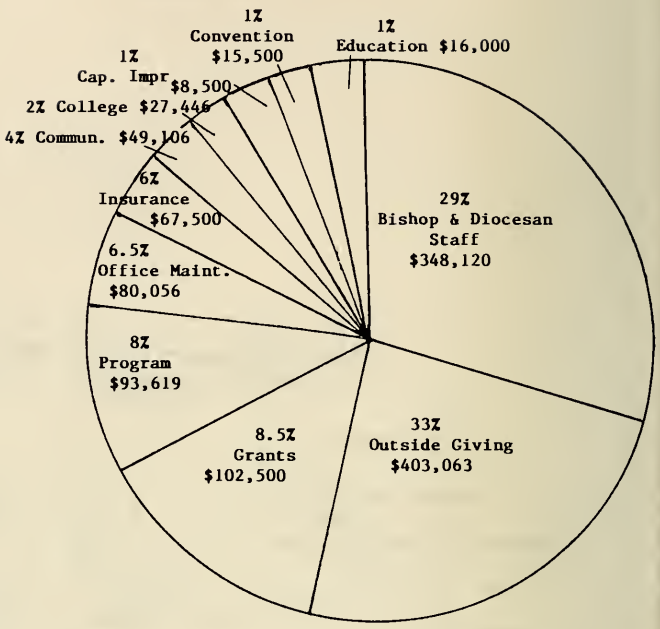
1990 INCOME

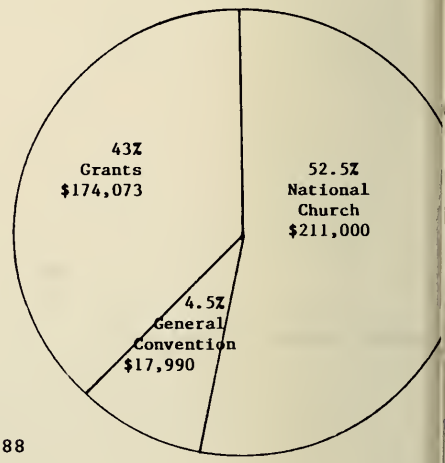


TOTAL INCOME: $1,211,406

DIOCESE OF EAST CAROLINA

1990 PROPOSED EXPENDITURES





TOTAL EXPENDITURES

$1,211,406

CREATIVE CHRISTIAN STEWARDSHIP GRANTS
May 3, 1989

The Creative Christian Stewardship Grant Committee met on May 3, 1989 at the Diocesan House in Kinton. They recommended to Executive Council the following:

	Asking	Proposed	Granted
SAFE in Lenoir County	$ 4,800	$ 2,000	$ 2,000
Creswell Food Pantry	5,000	2,000	2,000
ALMS House	1,000	1,000	1,000
Video Committee	4,000	4,000	4,000
Albemarle Hopeline	10,000	3,000	3,000
Albemarle Food Bank/Food Pantry/Soup Kitchen	14,000	5,000	5,000
African Inland Mission	7,500	0	0
Rural Advancement Fund	20,000	1,500	1,500
Hope Harbor Home	5,000	2,000	2,000
Shepherd's Staff	7,500	5,000	5,000
Episcopal Farmworkers Ministries	8,629	3,000	3,000
St. Peter's, Washington	7,500	*(5,000)	(5,000)
Youth Commission	1,500	1,500	1,500
	$96,429	$30,000	$30,000

Available Money: $30,000

*Recommended that $5,000 be granted in Fall of 1989.

Also, the Rev. Josh MacKenzie moved that because of the limited amount of money available, the Foundation of the Diocese be asked to release funds for the Stewarship Development Office from principal rather than interest. Since the funding for the Creative Christian Stewardship Grants and the funding for the Stewardship Development Office have been taken from interest of the Foundation accounts, Creative Christian Stewardship Grants has received less funding each year. The Foundation agreed to this when the Stewardship Officer was hired in 1988. Mrs. Jo Parrott seconded the motion and it was passed.

CREATIVE CHRISTIAN STEWARDSHIP
GRANTS

November 16, 1989

	REQUESTED	PROPOSED	GRANTED
Arts Commission	$ 800	0	0
Greenville Community Shelter	6,000	3,000	3,000
Rape Crisis Volunteers of Cumberland County	4,900	4,900	4,900
Roanoke-Chowan SAFE	5,000	5,000	5,000
The Rev. Judson Mayfield	10,000	5,000	5,000
Shepherd's Staff	7,500	5,000	5,000
Caring Program	3,600	3,600	3,600
Earthquake Victims, California	1,000	1,000	1,000
Tornado Victims, Alabama	1,000	1,000	1,000
Capital Funds Drive, Feasibility Study	4,500	4,500	4,500
	$44,300	$33,000	$33,000

THE EPISCOPAL FOUNDATION OF THE
DIOCESE OF EAST CAROLINA, INCORPORATED

DESCRIPTION OF FUNDS

1989

GENERAL FUND

Gifts of various donors. Income is unrestricted and principal may be invaded on June 30, 1986 or used. On June 30, 1986, this fund was disbursed in order to help with the costs of the construction of Trinity Camp and Conference Center.

Value 01-01-89	$1,236.73
Value 12-31-89	$1,265.02

LOUISE W. ALSTON FUND

Bequest of Dr. Louis W. Alston (1960) to the Trustees of the Diocese. Value when received $793,001.74. Income for theological education, religious work among college students and to supplement salaries of low paid clergy.

Value 01-01-89	$ 1,984,340.85
Value 12-31-89	2,029,767.11

CURTIS-MURCHISON FUND

Bequest of Fanny Murchison Curtis (1967) and bequest of Jennie Atkinson Murchison (1973) to the Foundation in loving memory of their sister, Lucy Murchison Mallett. Value when received $49,827.54. Income unrestricted. Principal may be invaded or used.

Value 01-01-89	$ 78,059.79
Value 12-31-89	79,846.77

EDWARD M. FORBES FUND

Bequest of the Rev. Edward M. Forbes (1893) to the Trustees of the Diocese. Value when received $54,446.38. Annual income divdided as follows: $250 plus 1/4 of excess over $575 to for Missionaries within Diocese; $150 plus 1/4 excess over $575 to St. Augustine's College for Scholarship Fund (preferring students for Episcopal ministry); $25 plus 1/4 of excess over $575 to Christ Church, New Bern, for poor Episcopalians in New Bern; and $150 plus 1/4 excess over $575 to Bishop for loans (with advice of Standing Committee) to men studying for Episcopal ministry.

Value 01-01-89	$ 98,093.87
Value 12-31-89	100,339.48

ANNE SHEPARD GRAHAM BUILDING FUND

Bequest of Mrs. Anne Shepard Graham (1969) to the Foundation. Value when received (including additions) $78,343.69. Income for capital improvement of missions, camps, conference centers, schools and other properties owned and operated by the Diocese. Twenty percent of income to be added to principal through 1980.

Value 01-01-89	$	121,499.39
Value 12-31-89		124,280.78

SARAH GRAHAM KENAN FUND

Gifts of the Sarah Graham Kenen Foundation (1976) to the Trustees of the Diocese. Value when received $60,647.25. Income unrestricted. Principal subject to return to Trustees of Diocese on demand. On June 30, 1986, $240,853.95 was disbursed in order to help with the costs of the construction of Trinity Camp and Conference Center.

Value 01-01-89	$	252,219.20
Addition		55,000.00
		307,219.20
Value 12-31-89		311,713.27

MARVIN-GILES-MURCHISON FUND

Gifts of Mrs. Lucille Murchison Marvin (1965) and bequest of Mrs. Marvin (1968) to the Trustees of the Diocese in memory of her mother, Lucy Wright Giles, and her father, David Reid Murchison. Value when received by Trustees $75,0303.00. Value when transferred to the Foundation $64,391.40. Principal may be invaded or used after December 5, 1983.

Value 01-01-89	$	74,882.19
Value 12-31-89		76,596.41

LUCILLE M. MARVIN FUND

Gift of Mrs. Lucille M. Marvin (1962) to the Diocese. Value when received $14,199.50. Two-thirds of income for St. Andrew's, Wrightsville Sound, and one-third for Bishop's Discretionary Fund.

Value 01-01-89	$	11,845.50
Value 12-31-89		12,116.68

WALTER R. MARVIN FUND

Bequest of Mrs. Lucille Murchison Marvin (1968) to the Trustees of the Diocese in memory of her husband, Walter R. Marvin. Value when received $25,000.00. Principal may be invaded or used after December 5, 1983.

Value 01-01-89	$	29,073.05
Value 12-31-89		29,738.62

PRICE-NOE MEMORIAL FUND

Bequest in the Joint will of Thomas P. Noe (1958) and Susan Ann Price Noe (1958) to the Foundation in memory of the Price-Noe Family and named relatives and friends of the testators. Value when received (including additions) $94,744.55. Income for building and rebuilding church buildings in the Diocese, especially in locations where new church work is being carried on, and for training men and women for Christian work. The testators recommended that 10% of income be added to principal each year.

Value 01-01-89	$	274,842.72
Additions		1,590.44
		276,433.16
Value 12-31-89		282,704.45

MARY NELSON SMITH FUND

Gift of the family of Mrs. Mary Nelson Smith (1939) in her memory to the Diocese. Value when received (including additions) $10,642.85. Income for theological education.

Value 01-01-89	$	19,371.15
Additions		455.00
		19,826.15
Value 12-31-89		20,269.60

BISHOP STRANGE FUND

Gifts from many communicants to the Diocese in memory of the Rt. Rev. Robert Strange, Bishop of East Carolina, who died in 1914. Value when received $4,969.99. Income for missionary work in the Diocese.

Value 01-01-89	$	7,301.85
Value 12-31-89		7,469.02

CHARLOTTE I. THOMPSON FUND

Gift of Mrs. Charlotte I. Thompson (1967) to the Foundation. Value when received (including additions) $8,471.52. Income accumulated during life of Mrs. Thompson and thereafter used for expenses of St. Gabriel's, Faison. If St. Gabriel's is closed or no longer operated as a mission or church, income unrestricted.

Value 01-01-89	$	19,252.43
Value 12-31-89		19,693.16

BISHOP WATSON FUND

Gifts from many communicants to the Diocese in memory of the Rt. Rev. Alfred Augustine Watson, Bishop of East Carolina, who died in 1905. Value when recieved $19,992.21. Income for the support of the Episcopate.

Value 01-01-89	$	16,076.23
Value 12-31-89		16,444.25

ROBERT ARCHER WILLIAMS FUND

Bequest of Mrs. Bessie Sasser Williams (1974) to the Diocese as a memorial for Robert Archer Williams. Value when received $23,048.00. Income for the education of Episcopal ministers. Principal may be invaded or used for the same purpose.

Value 01-01-89	$	38,099.11
Value 12-31-89		38,971.31

LEON O. AND NEVA WELLS LASTINGER MEMORIAL FUND

Bequest of Amanda Buck Harding Lastinger (1969) to the Foundation in memory of Leon O. and Neva Wells Lastinger. Income to be used for benefit of Trinity Parish, Chocowinity; if this is impracticable, income to be used for other mission churches in the Diocese with preference being given to mission churches in Beaufort County. Value when received $49,051.09.

Value 01-01-89	$	69,454.11
Value 12-31-89		71,044.08

ADMIRAL J. B. YARNALL FUND

Bequest of Admiral J. B. Yarnall (1972) to the Trustees of the Diocese. His will stated a desire that the bequest be used for young people, especially for those of Carteret County. A portion of the property known as Duck Point was sold in 1978. Proceeds from the sale were added as received. On June 30, 1986, this fund was disbursed in order to help with the costs of the construction of Trinity Camp and Conference Center.

DIOCESAN OPERATING RESERVE FUND

Transferred by the Treasurer of the Diocese to the Foundation in 1979. Income is unrestricted and principal may be invaded or used. Principal is subject to return to Treasurer on demand. Value when transferred $17,718.25. On June 30, 1986, this fund was disbursed in order to help with the costs of the construction of Trinity Camp and Conference Center.

CLERGY FOREIGN TRAVEL FUND

Anonymous gift to be invested with Foundation and income to be disbursed to Clergy of East Carolina for foreign travel upon discretion of Bishop. Received in December 1979 with value when received $40,000.00.

Value 01-01-89	$	61,151.35
Value 12-31-89		62,551.23

WILL G. GAITHER FUND

Bequest of Mr. Will G. Gaither of Elizabeth City to Foundation in 1979. Value when received $50,000.00. Income unrestricted.

Value 01-01-89	$	75,792.30
Value 12-31-89		77,527.35

WILLIAM AND PHYLLIS WALKER FUND

Bequest of Mrs. Phyllis Walker (1980) to the Diocese for the Bishop's Discretionary Fund. Principal may be invaded or used for this purpose. Value when received $119,898.31.

Value 01-01-89	$	98,496.63
Value 12-31-89		100,751.46

WINSLOW MERRICK FUND

Bequest of Winslow Merrick (1976) of 250 shares of General Motors Corporation stock. The principal to be held in trust and income to be paid annually to St. Mark's, Wilmington. The income first to be used to pay pledges to Diocese and second for operation of Church. Stock sold 9-9-82 and $11,853.77 sent to Foundation for investment.

Value 01-01-89	$	15,090.52
Value 12-31-89		15,435.99

PERIOD ENDING 06-30-89

PRINCIPAL

PARTICIPATING FUND	UNITS HELD BEGINNING OF PERIOD	BEGINNING INVENTORY	BEGINNING MARKET VALUE	ADDITIONS	WITHDRAWALS	REALIZED GAIN OR LOSS(-)	ENDING UNITS	ENDING INVENTORY	ENDING MARKET VALUE
GENERAL FUND	9.4500	1,200.00	1,236.73	.00	.00	N/A	9.4500	1,200.00	1,295.16
LOUIS W.ALSTON FUND	15162.6901	1,031,746.79	1,984,340.85	.00	.00	N/A	15162.6901	1,031,746.79	2,078,125.62
CURTIS-MURCHISON FUND	596.4683	49,827.54	78,059.79	.00	.00	N/A	596.4683	49,827.54	81,749.10
EDWARD FORBES FUND	749.5521	54,446.38	98,093.87	.00	.00	N/A	749.5521	54,446.38	102,730.02
GRAHAM BLDG. FUND	928.3977	84,817.64	121,499.39	.00	.00	N/A	928.3977	84,817.64	127,241.76
SARAH G.KENAN FUND	1927.2504	133,925.88	252,219.20	.00	.00	N/A	1927.2504	133,925.88	264,139.71
MARVIN-GILES-MURCHISON FO	572.1876	75,030.00	74,882.19	.00	.00	N/A	572.1876	75,030.00	78,421.31
LUCILE M.MARVIN FUND	90.5136	14,199.50	11,845.50	.00	.00	N/A	90.5136	14,199.50	12,405.37
WALTER R.MARVIN FUND	222.1522	25,000.00	29,073.05	.00	.00	N/A	222.1522	25,000.00	30,447.13
PRICE-NOE MEMORIAL FUND	2100.1205	114,850.69	274,842.72	882.15	.00	N/A	2106.5570	115,732.84	288,714.62
MARY N.SMITH FUND	148.0182	13,712.85	19,371.15	.00	.00	N/A	148.0182	13,712.85	20,286.67
BISHOP STRANGE FUND	55.7947	4,969.99	7,301.85	.00	.00	N/A	55.7947	4,969.99	7,646.96
CHARLOTTE THOMPSON FUND	147.1112	12,903.27	19,252.43	.00	.00	N/A	147.1112	12,903.27	20,162.36
BISHOP WATSON FUND	122.8413	19,992.21	16,076.23	.00	.00	N/A	122.8413	19,992.21	16,836.06
R.A.WILLIAMS FUND	291.1220	23,048.00	38,099.11	.00	.00	N/A	291.1220	23,048.00	39,899.80
L.EN.W.LASTINGER MEM.FD.	530.7109	49,051.09	69,454.11	.00	.00	N/A	530.7109	49,051.09	72,736.71
FANNY M CURTIS FUND	180.4435	23,166.25	23,614.65	1,035.44	.00	N/A	187.9984	24,201.69	25,766.17
SMITHSON FUND	1122.1099	143,826.53	146,850.49	.00	.00	N/A	1122.1099	143,826.53	153,791.00
CLERGY FOREIGN TRAVEL FUN	467.2680	40,000.00	61,151.35	.00	.00	N/A	467.2680	40,000.00	64,041.53
WILL G GAITHER FUND	579.1420	49,576.87	75,792.30	.00	.00	N/A	579.1420	49,576.87	79,374.42
WM & PHYLLIS WALKER FUND	752.6297	77,370.17	98,496.63	.00	.00	N/A	752.6297	77,370.17	103,151.83
WINSLOW MERRICK FUND	115.3093	11,853.77	15,090.52	.00	.00	N/A	115.3093	11,853.77	15,803.73
FLAGLER FUND	.0000	.00	.00	55,000.00	.00	N/A	401.2981	55,000.00	55,000.00
TOTAL	25871.2832	2,054,515.42	3,516,644.11	56,917.59	.00		27285.5727	2,111,433.01	3,739,767.04
UNIT MARKET VALUE	130.8700						137.0552		

PERIOD ENDING 06-30-89

INCOME

PARTICIPATING FUND	UNITS HELD BEGINNING OF PERIOD	CURRENT NET INCOME	ACCRUED INCOME	TOTAL INCOME	CURRENT PAYMENTS	REINVESTMENT	PRIOR ACCUMULATED INCOME	TOTAL ACCUMULATED INCOME
GENERAL FUND	9.4500	39.69	N/A	39.69	39.69	.00	.00	.00
LOUIS W.ALSTON FUND	15162.6901	63,690.54	N/A	63,690.54	63,690.54	.00	.00	.00
CURTIS-MURCHISON FUND	596.4683	2,505.45	N/A	2,505.45	2,505.45	.00	.00	.00
EDWARD FORBES FUND	749.5521	3,148.48	N/A	3,148.48	3,148.48	.00	.00	.00
GRAHAM BLDG. FUND	928.3977	3,899.71	N/A	3,899.71	3,899.71	.00	.00	.00
SARAH G.KENAN FUND	1927.2504	8,095.37	N/A	8,095.37	8,095.37	.00	.00	.00
MARVIN-GILES-MURCHISON FD.	572.1875	2,403.46	N/A	2,403.46	2,403.46	.00	.00	.00
LUCILE M.MARVIN FUND	90.5135	380.20	N/A	380.20	380.20	.00	.00	.00
WALTER R.MARVIN FUND	222.1522	933.14	N/A	933.14	933.14	.00	.00	.00
PRICE-NOE MEMORIAL FUND	2100.1205	8,821.51	N/A	8,821.51	7,939.36	882.15	.00	.00
MARY N.SMITH FUND	148.0182	621.75	N/A	621.75	621.75	.00	.00	.00
BISHOP STRANGE FUND	55.7947	234.36	N/A	234.36	234.36	.00	.00	.00
CHARLOTTE THOMPSON FUND	147.1112	617.94	N/A	617.94	617.94	.00	.00	.00
BISHOP WATSON FUND	122.8413	515.99	N/A	515.99	515.99	.00	.00	.00
R.A.WILLIAMS FUND	291.1220	1,222.85	N/A	1,222.85	1,222.85	.00	.00	.00
L.&N.W.LASTINGER MEM.FD.	530.7109	2,229.24	N/A	2,229.24	2,229.24	.00	.00	.00
FANNY M CURTIS FUND	180.4435	757.95	N/A	757.95	757.95	.00	.00	.00
SMITHSON FUND	1122.1099	4,713.40	N/A	4,713.40	4,713.40	.00	.00	.00
CLERGY FOREIGN TRAVEL FUND	467.2680	1,962.75	N/A	1,962.75	1,962.75	.00	.00	.00
WILL G GAITHER FUND	579.1420	2,432.67	N/A	2,432.67	2,432.67	.00	.00	.00
WM & PHYLLIS WALKER FUND	752.6297	3,161.40	N/A	3,161.40	3,161.40	.00	.00	.00
WINSLOW MERRICK FUND	115.3093	484.35	N/A	484.35	484.35	.00	.00	.00
FLAGLER FUND	.0000	.00	N/A	.00	.00	.00	.00	.00
TOTAL	26871.2832	112,872.20		112,872.20	111,990.05	882.15	.00	.00
UNIT INCOME VALUE	4.2005							

PERIOD ENDING 12-31-89

PRINCIPAL

PARTICIPATING FUND	UNITS HELD BEGINNING OF PERIOD	BEGINNING INVENTORY	BEGINNING MARKET VALUE	ADDITIONS	WITHDRAWALS	REALIZED GAIN OR LOSS(-)	ENDING UNITS	ENDING INVENTORY	ENDING MARKET VALUE
GENERAL FUND	9.4500	2,023.56	1,295.16	.00	.00	38.10	9.4500	2,061.66	1,265.02
LOUIS W.ALSTON FUND	15162.6901	1,739,837.62	2,078,125.61	.00	.00	61,126.60	15162.6901	1,800,964.22	2,029,767.11
CURTIS-MURCHISON FUND	596.4683	84,024.33	81,749.10	.00	.00	2,404.59	596.4683	86,428.92	79,846.77
EDWARD FORBES FUND	749.5521	91,813.09	102,730.02	.00	.00	3,021.73	749.5521	94,834.82	100,339.48
GRAHAM BLDG. FUND	928.3977	143,028.23	127,241.76	.00	.00	3,742.73	928.3977	146,770.96	124,280.78
SARAH G.KENAN FUND	1927.2504	225,839.60	264,139.71	.00	.00	7,769.49	1927.2504	233,609.09	257,993.12
MARVIN-GILES-MURCHISON FD	572.1876	126,523.31	78,421.31	.00	.00	2,306.71	572.1876	128,830.02	76,596.41
LUCILE M.MARVIN FUND	90.5136	23,944.66	12,405.37	.00	.00	364.90	90.5136	24,309.56	12,116.66
WALTER R.MARVIN FUND	222.1522	42,157.57	30,447.13	.00	.00	895.58	222.1522	43,053.15	29,738.62
PRICE-NOE MEMORIAL FUND	2106.5570	195,160.63	288,714.62	708.29	.00	8,492.34	2111.8480	204,535.12	282,704.45
MARY N.SMITH FUND	148.0182	23,124.02	20,286.67	455.00	.00	-196.72	151.4171	24,175.74	20,269.60
BISHOP STRANGE FUND	55.7947	8,380.91	7,646.96	.00	.00	224.93	55.7947	8,605.84	7,469.02
CHARLOTTE THOMPSON FUND	147.1112	21,758.82	20,162.36	.00	.00	593.06	147.1112	22,351.88	19,693.16
BISHOP WATSON FUND	122.8413	33,712.92	16,836.06	.00	.00	495.22	122.8413	34,208.14	16,444.25
R.A.WILLIAMS FUND	291.1220	38,865.91	39,899.80	.00	.00	1,173.62	291.1220	40,039.53	38,971.31
L.&N.W.LASTINGER MEM.FD.	530.7109	82,715.00	72,736.71	.00	.00	2,139.50	530.7109	84,854.50	71,044.08
FANNY M CURTIS FUND	187.9984	40,811.38	25,766.17	.00	.00	757.89	187.9984	41,569.27	25,166.56
SMITHSON FUND	1122.1099	242,535.10	153,791.00	.00	.00	4,523.66	1122.1099	247,058.76	150,212.25
CLERGY FOREIGN TRAVEL FUN	467.2680	67,452.12	64,041.53	.00	.00	1,883.74	467.2680	69,335.86	62,551.23
WILL G GAITHER FUND	579.1420	83,601.62	79,374.42	.00	.00	2,334.74	579.1420	85,936.36	77,527.35
WM & PHYLLIS WALKER FUND	752.6297	130,469.54	103,151.83	.00	.00	3,034.14	752.6297	133,503.68	100,751.46
WINSLOW MERRICK FUND	115.3093	19,989.05	15,803.73	.00	.00	464.86	115.3093	20,453.91	15,435.99
FLAGLER FUND	401.2981	92,746.66	55,000.01	.00	.00	1,617.79	401.2981	94,364.45	53,720.15
TOTAL	27286.5727	3,560,515.65	3,739,767.04	1,163.29	.00	110,002.64	27295.2626	3,671,855.44	3,653,904.85
UNIT MARKET VALUE	137.0552						133.8659		

DIFFERENCE OF 708.29 BETWEEN ENDING MARKET VALUE REFLECTED ON REPORT AND ENDING MARKET VALUE ON 12-31-89 INVESTMENT ANALYSIS SUMMARY IS DUE TO THE 10% TRANSFER TO PRINCIPAL FOR REINVESTMENT IN THE PRICE-NOE MEMORIAL FUND, WHICH TOOK PLACE AFTER THE ACCOUNTING PERIOD.

PERIOD ENDING 12-31-89

INCOME

PARTICIPATING FUND	UNITS HELD BEGINNING OF PERIOD	CURRENT NET INCOME	ACCRUED INCOME	TOTAL INCOME	CURRENT PAYMENTS	REINVESTMENT	PRIOR ACCUMULATED INCOME	TOTAL ACCUMULATED INCOME
GENERAL FUND	9.4500	31.77	N/A	31.77	31.77	.00	.00	.00
LOUIS W.ALSTON FUND	15162.6901	50,981.59	N/A	50,981.59	50,981.59	.00	.00	.00
CURTIS-MURCHISON FUND	596.4683	2,005.51	N/A	2,005.51	2,005.51	.00	.00	.00
EDWARD FORBES FUND	749.5521	2,520.22	N/A	2,520.22	2,520.22	.00	.00	.00
GRAHAM BLDG. FUND	928.3977	3,121.56	N/A	3,121.56	3,121.56	.00	.00	.00
SARAH G.KENAN FUND	1927.2504	6,480.00	N/A	6,480.00	6,480.00	.00	.00	.00
MARVIN-GILES-MURCHISON FD.	572.1876	1,923.87	N/A	1,923.87	1,923.87	.00	.00	.00
LUCILE M.MARVIN FUND	90.5136	304.33	N/A	304.33	304.33	.00	.00	.00
WALTER R.MARVIN FUND	222.1522	746.94	N/A	746.94	746.94	.00	.00	.00
PRICE-NOE MEMORIAL FUND	2106.5570	7,082.89	N/A	7,082.89	6,374.60	708.29	.00	.00
MARY N.SMITH FUND	148.0182	497.68	N/A	497.68	497.68	.00	.00	.00
BISHOP STRANGE FUND	55.7947	187.60	N/A	187.60	187.60	.00	.00	.00
CHARLOTTE THOMPSON FUND	147.1112	494.63	N/A	494.63	494.63	.00	.00	.00
BISHOP WATSON FUND	122.8413	413.03	N/A	413.03	413.03	.00	.00	.00
R.A.WILLIAMS FUND	291.1220	978.84	N/A	978.84	978.84	.00	.00	.00
L.&N.W.LASTINGER MEM.FD.	530.7109	1,784.41	N/A	1,784.41	1,784.41	.00	.00	.00
FANNY M CURTIS FUND	187.9984	632.11	N/A	632.11	632.11	.00	.00	.00
SMITHSON FUND	1122.1099	3,772.87	N/A	3,772.87	3,772.87	.00	.00	.00
CLERGY FOREIGN TRAVEL FUND	467.2680	1,571.10	N/A	1,571.10	1,571.10	.00	.00	.00
WILL G GAITHER FUND	579.1420	1,947.25	N/A	1,947.25	1,947.25	.00	.00	.00
WM & PHYLLIS WALKER FUND	752.6297	2,530.57	N/A	2,530.57	2,530.57	.00	.00	.00
WINSLOW MERRICK FUND	115.3093	387.70	N/A	387.70	387.70	.00	.00	.00
FLAGLER FUND	401.2931	1,349.29	N/A	1,349.29	1,349.29	.00	.00	.00
TOTAL	27286.5727	91,745.76		91,745.76	91,037.47	708.29	.00	.00
UNIT INCOME VALUE	3.3623							

THE EPISCOPAL FOUNDATION OF THE DIOCESE
OF EAST CAROLINA, INC.

To the Bishop and the One Hundred and Seventh Annual Convention of the Diocese of East Carolina:

During the past year the Board of Directors of the Episcopal Foundation of the Diocese of East Carolina met twice. In addition, the Executive Committee held two regular and one special meeting.

The Annual Meeting was held prior to the Diocesan Convention on February 2, 1989. At that meeting officers were elected for the coming year and two additional Executive Committee members were elected.

The past year marked the first full year that the Diocese had a Director of Stewardship Development. With this position filled, the Foundation was in a position to move forward more aggressively in its activities. One of the first actions was to merge the newly formed Diocesan Development Committee into the Foundation. This seemed appropriate since much of the two groups' efforts would be focused in the same direction. In addition, the Director for Stewardship Development was named Executive Secretary of the Foundation so his efforts might be better coordinated with those of the Foundation.

To reflect the new focus of the Foundation, the By-Laws were amended to state that the Foundation would not only "receive", but would "actively seek" gifts. In conjunction with this, the Foundation adopted a new "Policy Statement on Accepting Gifts".

The Foundation Board of Directors developed new Guidelines for the Revolving Loan Fund for parishes. In addition, the Loan Application for the Revolving Loan Fund was revised and updated.

As of January 1, 1989, the market value of all funds in the Foundation was $3,463,257, at December 31, 1989, the fund balance was $3,590,851.

During the year, the Foundation paid to the Diocese $198,900.34. These funds were distributed as follows:

Stewardship Development Office:	$30,000.00
Creative Christian Stewardship Grants:	62,479.66
Theological Education and Other Purposes	21,420.68
Diocesan Budget	85,000.00

In order to better coordinate activities of the Foundation with the Diocese, the Board recommended to the Executive Council that the President of the Foundation be made an Ex-officio member of the Executive Council. At its meeting on December 8, 1989, the Executive Council approved this recommendation.

As you can see, it has been a busy year at the Foundation! Much effort has been made to transform your Foundation into a useful tool for serving our Lord in East Carolina. We welcome your ideas and support.

Respectfully submitted,

Frederick Willetts, III, President

ACTIONS OF TRUSTEES OF THE
DIOCESE OF EAST CAROLINA
1989

02/14/89	Signed Offer to Purchase for St. Mark's, Fayetteville.
03/13/89	Gave permission for St. Thomas, Oriental to borrow money for renovation of the parish.
08/07/89	Gave permission for St. Philip's, Southport to borrow money for the construction of a parish hall.
12/01/89	Gave permission for St. Timothy's, Greenville to renegotiate existing loans and borrow money for renovations.
12/27/89	Gave permission for the diocese to borrow up to $75,000 for Trinity Center to pay back loan from the diocese and help with cash flow.

MISSION STATMENT
DIOCESE OF EAST CAROLINA

We believe that we are called:

To rejoice in being members of God's family,

To affirm the diversity of gifts with which we are blessed,

To serve with passion wherever God calls us into ministry, and

To support this ministry with our time, talent and money.

12/8/89

GOALS FOR CONGREGATIONAL DEVELOPMENT

GOAL: By 1992 the Diocese of East Carolina will have implemented a Diocesan Strategy for Congregational Development which includes establishment of new congregations and the revitalization and/ or transformation of existing congregations.

OBJECTIVES:

1. During 1990-1991 - Complete area study for Mission and Ministry in each area of the Diocese and each congregation to identify need for revitalization, transformation and initiation of new work, and to prioritize those needs ($15,000).

2. By 1991 - To have developed a strategy for working with each rural congregation and groupings of congregations to assist in the revitalization or transformation of their Mission and Ministry.

3. By the end of 1990 - To have identified and trained 6 lay people in consultation skills, and 4 persons in parish conflict management skills ($6,000).

4. By the end of 1989 - Will have developed, in cooperation, with the Commission on Ministry, guidelines for the establishment of new forms of lay and ordained ministry for work in rural and special communities. (Completed)

5. 1990-1991 - Launch capital funds campaign for acquisition of property, new missions and revitalization of existing congregations.

6. By the end of 1992 - Will have launched 3 - 5 new congregations.

GOALS FOR STEWARDSHIP

INDIVIDUAL LEVEL: 1. The Biblical tithe as the minimum standard of giving for Episcopalians will be reaffirmed by the Executive Council and the annual Convention.

2. Pledges to the churches will be doubled by 1992.

3. A year-round stewardship program will be operating in every parish.

PARISH LEVEL: 1. Pledges by the churches to the Diocese will be increased by 80% by 1992.

2. The minimum level of giving in 1988 will be 10%.

DIOCESAN LEVEL: 1. Beginning in 1988, a full-time development director will be in place to develop Planned Giving for both parishes and the diocese. The National Church will pay half of expenses the first three years.

2. By 1992, the Foundation, in cooperation with the Executive Council, will have provided leadership to have completed a capital funds drive. Some of these funds will be used for:

a. Land acquisition and congregational development.

b. Creative Christian Stewardship Grants.

GOALS FOR EVANGELISM AND RENEWAL

GOAL: To grow a minimum of 10% in every parish by the end of 1992 through sharing the good news of Jesus Christ.

STEPS TO ACHIEVE THIS GOAL:

1. By the end of 1991, we will have a minimum of 15 parishes involved in the current Evangelism Project.
2. By 1991, all parishes will have active, working Committees on Evangelism.
3. Recommendations for Cursillo and other conferences will be proposed in order to help participants integrate with local parishes.
4. There will be an Evangelism/Renewal Conference each year of the 90's.

GOALS FOR SERVANT MINISTRY

GOAL: To make possible that, in five years, every Episcopalian in the Diocese of East Carolina will be able to acknowledge and articulate his/her ministry, and live this ministry out with the support of a faith community.

OBJECTIVES:

In 1988:

1. Select one large and one small church in each convocation to serve as models of the process.
2. Design the process. (The Department of Christian Ministries will be asked to develop this process and to follow it through with the model congregation.)

In 1989:

1. A Diocesan Training Committee is organized to teach the process of gift identification to the parishes.
2. Volunteer coordinators from each parish or cluster of parishes will be trained by the Training Committee to work with individual parishes in helping them to spot talent and gifts among the clergy, deacons, and lay persons (adults, youth and children).
3. Assess avenues of servanthood.
4. Make connections so that no one feels alone or excluded.
5. Hook in to existing ministries; offer opportunites for the fruition of gifts.
6. Free people to say yes and to say no, always remembering that Christian charity is not mediocrity and that servants are loved but accountable.

In 1990:

1. Create the process of evaluation. Proceed.

GOALS FOR LEADERSHIP DEVELOPMENT

GOAL: To establish a Leadership Training Institute to provide training in leadership skills for individuals elected or appointed to positions in the church.

OBJECTIVES:

1. To have the existing Consultant's Network design and bring into being in 1988 a leadership training institute.
2. To develop a plan of funding the institute and its participants at both the parish and diocesan levels.
3. To provide programs for the revitalization of inactive leaders.

GOALS FOR STRENGTHENING BLACK MINISTRIES

GOAL: To make the Diocese of East Carolina aware of the opportunity to minister and evangelize that portion of the population which is black in eastern North Carolina.

OBJECTIVES:

1. To strengthen the eight existing black congregations by 1992.
2. To have a black person in a responsible position on the diocesan staff by 1992.
3. In cooperation with the Department of Missions, develop strategies for new integrated parishes.
4. To examine how the dynamics of racism affect our corporate life and our ability to evangelize.

ALCOHOL COMMISSION

To the Bishop and the One Hundred and Seventh Annual Convention of the Diocese of East Carolina:

The Commission on Alcoholism added some new faces to its roster this year, and as a result, re-examined its goals.

Members agreed that the primary purpose of the commission should be to provide education for parishes and clergy that alcoholism and other drug addiction are treatable diseases and should not be a source of shame or stigma for alcoholics, addicts, and family members.

The commission members' first attempt to provide this education was to offer themselves as resources for programs, talks, homilies, or Christian education classes during Alcohol Awareness Sunday. The commission also encouraged parishes to present some type of program during Alcohol Awareness Sunday which is traditionally the Sunday before Thanksgiving. This year, the commission did not have enough lead time to promote Alcohol Awareness Sunday properly, but it is hoped that next year, more parishes will support and observe it through special sermons, Christian education blocks, and guest speakers on the subject of alcoholism and other addiction.

Next, the commission co-sponsored a workshop entitled "Addiction: Our Families, Ourselves, Our Church," at Church of the Servant, Wilmington. Betsy Tice White, author of Smoke Screen: How a Good Kid Got Hooked on Drugs and What He and His Family Did About It, presented the workshop on her ordeal and recovery as the mother of a drug-addicted teenager.

The next project for the commission will be to provide a workshop for clergy and lay leaders on intervention in alcoholism and other drug addiction in the Spring, 1990. Commission members and other clergy who have been consulted agree that many alcoholics, addicts, and family members reach out to the church first, and that information on what to do next is crucial in halting the progression of this death-dealing disease of addiction.

Respectfully submitted,

Elizabeth Huskey

ART COMMISSION

To the Bishop and the One Hundred and Seventh Annual Convention of the Diocese of East Carolina:

The Arts Commission studied its ministry to the Diocese during 1989 in addition to completing several tasks. The Commission serves at the pleasure of the Bishop and exists to promote and to recommend good, appropriate art and design in this Diocese and its parishes. The

Commission is available to parish groups who wish to form similar commissions or committees or who want assistance with solving an art or design problem. We are working to provide our Diocesan Resource Center with names of artists, designers, artisans, and other resources which would be liturgically appropriate without dictating particular style. To these ends and goals we are here to serve the people of this Diocese.

The Arts Commission's major visual statement this year is the beautiful tapestry, "Tree of Life", executed by Anne Joyner, a communicant of St. Timothy's, Greenville. This one-of-a-kind work of art graces the entrance foyer of Diocesan House for which it was specifically commissioned. Much thanks is in order to our Executive Council for funding this major purchase. Other work at Diocesan House includes plantings, large terrace planters, and fountain work for the courtyard. A Creative Stewardship Grant has been submitted for Biblical plantings, all of which are an effort to make the courtyard more inviting. Much remains to be done, with a redwood sign, in the planning stages and similar to Trinity Center's, for the entrance to Diocesan House. At Trinity, Arts Commission member Doris Bartels gave her time, talent, and many years of professional experience to the new indoor chapel. She also has 30 banner designs for persons wishing to sew these which will be placed throughout Trinity Center. As you can see, most of the Arts Commission's work this year has centered around our two diocesan facilities.

With the balance of artists, designers, sympathetic laity, and clergy, much remains for the Arts Commission to tackle in the years ahead. Since we are one of the newer and possibly somewhat unknown diocesan commissions, we hope that the people and clergy of the diocese will call upon us knowing full well that the Creator Spirit as revealed in the visual arts is alive and well. Many thanks to the members of the Commission who have worked so hard this year and especially to our outgoing Chair, Mrs. Evelyn Ross.

Respectfully submitted,

Charles F. Chamberlain, Chair

CAMPUS MINISTRY AT EAST CAROLINA UNIVERSITY

To the Bishop and the One Hundred and Seventh Annual Convention of the Diocese of East Carolina:

In January of 1989 the Episcopal Student Fellowship began the year by making plans to attend the Annual Convention of the Diocese of East Carolina. Since this was the second consecutive year of convention in Greenville it was easier to organize. Once again we had 20 students participating in varying capacities. They were a great help as Joe Cooper (in charge of Convention worship services) and Ginny Shew (in charge of nominations and elections) will quickly tell you. This was also our first year with a delegate (Allen Manning) and an alternate delegate (Arnette Hurd) from our student group to convention. It was an exciting landmark for us!

During Lent students joined St. Paul's Parish for Lenten suppers and programs. They enjoyed being with the parishioners for these gatherings. The Wednesday evening college Eucharist was also enriched with the presence of many parishioners during this special time.

In March Bishop Sanders was our guest. He celebrated and preached at our service and had supper with us. After supper, the Bishop talked to us informally, particularly about the servant ministry going on in this diocese. He also answered questions from the "floor" from students - some funny, some sobering. It was a good evening.

In April, 20 students and 6 adults went to Trinity Center for our annual retreat. The weekend was built around a book entitled Please Understand Me. The book was a tool to help us understand 1) our own personality, character, and temperament, 2) others' personalities, characters, and temperaments, 3) how to respect one another's approach to life situations, 4) how we need one another as members of the Body of Christ.

We had very good response in the large group and in the small group sessions. It was obvious from the evaluations that the weekend was an excellent learning and worship experience. We ended the weekend as a much closer community than when we began. It was also a lot of fun!

We express our thanks to The Rev. Robert Holt and his wife Elaine who were magnificent assets to the leadership of our retreat. I personally thank Jim Smith, Mid Wootten, and Ted Gartman for being part of that leadership team.

We wound up another year for college students by saying goodbye to several graduating seniors. We really will miss them! We sent off 1 doctor of medicine, 1 musician, 1 artist, 2 teachers, and a nurse - with cards, presents, love and good wishes. They remain in our hearts and prayers.

The Episcopal Student Fellowship began the 1st semester of the 1989-90 academic year welcoming new students and building community. Following is review of the semester.

> We viewed a film of the children and their lives in the 3rd world preparation for the CROP Walk.
>
> Sexual assault awareness and racial awareness are two priorities with which East Carolina University is trying to deal responsibly and realistically. To respond to these priorities we invited Mary Smith, Director of Real Crisis Center, Greenville, to speak to us about sexual assault, and Dr. Larry Smith, Director of Minority Affairs, ECU to speak to us about racial awareness on campus and in our lives.
>
> Mary talked to us about: 1) how to avoid situations that make one vulnerable to sexual assault 2) what to do if one is assaulted 3) how to respond to those who have been assaulted 4) how to deal with own feelings if the victim is a friend or relation 5) legal aspects of assault. Many facets of this issue were covered in the ensuing discussion.

Dr. Larry Smith shared with us what his job in minority affairs involves and the work that is being done to bring potential problems out in the open rather than let them fester. The premise is that everyone is likely to be prejudiced against some one or group simply by the experience of being human. Just recognizing that is the first step in dealing with some solutions. We had a good, long and open discussion with Dr. Smith. It was a positive evening.

In October we spent an overnight at Trinity Center just to relax together and enjoy the beautiful weather.

Mrs. Patricia Pertalion, Assoc. Prof. in Theatre Arts at ECU, showed us slides of her trip to Africa. She described various musical instruments, dances, and clothing materials. She made the people she met and how they lived real for us.

Students always look forward to a visit with the Bishop, and this year was no exception. He celebrated and preached at our Wednesday evening Eucharist. In his talk he challenged these young people to do something with their lives that they could "throw their hearts into". I pray that they heard that loud and clear!

On November 29th, Dr. Gene D. Lanier, Professor and Director of Graduate Studies, Department of Library and Information Studies at ECU was our guest. He spoke to us about the first amendment of the Constitution in regard to the continuing struggle against censorship in the literary world and the art world. Very informative.

In December, students from the Inter Christian Council at ECU invited all students in the various campus ministries together to sing Christmas carols to dormitory students on campus; the Chancellor and his family; and International House, the residence of our international students.

Our semester ended with a Christmas party on December 6th.

Respectfully submitted,

Marty Gartman
Episcopal Campus Minister, East Carolina University

DEPARTMENT OF CHRISTIAN EDUCATION

To the Bishop and the One Hundred and Seventh Annual Convention of the Diocese of East Carolina:

The 1989 year has been one in which the Department of Christian Education has moved in some exciting new directions while maintaining some of our sound programs from the past. We continue to support lay individuals who wish to attend a workshop or conference of their own choosing. This past year we funded people to attend conferences/workshops at Trinity, Kanuga and to a national conference on racism.

We did provide people in the diocese an opportunity to attend two major conferences on Christian Education. The June conference featured Dr. Howard Hanchey from Virginia Theological Seminary. The conference was given a very positive evaluation by those who attended. This conference is particularly meaningful to our smaller parishes. The November conference under the outstanding leadership of Linda Chamberlain focused on prayer and was also well received. We are excited that The Rev. Howard Williams, from the National Church Office of Children's Ministries will be our keynoter for the June Conference this year.

A new venture for the department this year was the funding of teams from two parishes to attend a training program at Kanuga on the Disciples of Christ in Community program. This parish based Christian Education program now being administered through Sewanee is an exciting Bible based program. The program is now being offered at St. Paul's in-the-Pines, Fayetteville; Trinity, Lumberton; St. Andrew's on-the-Sound, Wilmington; and St. James, Shallotte. We hope to add to this list in the coming year.

The department is also in the process of developing some suggested guidelines for the use of gift identification programs in our parishes.

The department does act as a resource for parishes in the diocese and we wish to encourage parishes to contact us when they feel we might be helpful to them.

The department lost a very able member this past year when Anne Henrich moved to Durham. The Department is requesting that our Diocesan Resource Center be named in her honor for her tireless efforts in starting and maintaining the center during its early years.

As the case has been for a long time, the department gets a lot done because of the outstanding group of individuals with whom I have the honor of working. To each of them I say thank you on the behalf of all of us concerned about Christian Education in this diocese.

Respectfully submitted,

The Rev. Richard W. Warner, Jr., Chair

CHRISTIAN SOCIAL MINISTRIES

To the Bishop and the One Hundred and Seventh Annual Convention of the Diocese of East Carolina:

Activities of Christian Social Ministries during 1989 include:

1. Episcopal Farmworker Ministry: Support of EFM and the Joint Committee with the Diocese of North Carolina is central to CSM. Amy Trester leads a ministry which continues to foster self-reliance among migrant farmworkers. During November, EFM began operating at the future Day Care Center site from 2 trailers donated by St. Paul's, Cary. Fund-raising for the Day Care Center continues, helped, in part, by a

$25,000 UTO grant.

2. RACISM: The Committee on Racism (The Rev. Walter Welsh, Chair) supported a statewide ecumenical conference on racism in Winston-Salem during April. The Diocese of East Carolina had the largest number attending from any church body. Then, during November, the Committee sponsored a conference hosted by St. Cyprian's and Christ Church, New Bern. Dr. Dudley Flood led this very successful event for 95 participants. To enable us to overcome racism, the Committee hopes to sponsor similar conferences in other locations.

3. SOCIAL WORKERS' RETREAT: Believing that those who help others as a profession need spiritual refreshment, we sponsored a small conference of social workers during August. Sister Nancy Healy provided the program and The Rev. Cherry Livingston was chaplain. Indeed the participants were refreshed, so Debi Fox-Cavanaugh of the Albemarle Food Bank in Elizabeth City will also coordinate another during 1889.

4. TRI-DIOCESAN MEETING: We sent representatives to a meeting of social ministry groups from the 3 NC dioceses. As a result, we agreed to work more closely together in planning, communication, and responding to needs.

5. ADVOCACY: We try personally and as a group to advocate for justice in the world around us. In particular, we have informed legislators and church leaders of our opposition to a state lottery because we see it as a regressive taxation and unfair to the disadvantaged.

We give thanks for those communities across the diocese that engage in social ministry and lift up 2 -- Good Shepherd House in Wilmington and Shepherd's Staff in Belhaven. In particular, we commend the model of Shepherd's Staff as a Jubilee Ministry, that is, one in which the recipients of the ministry also serve on the board of the ministry. Jubilee type programs can enable ministries to move into areas of justice as well as charity.

Finally, we are proud that one of our members and Chair of the Joint Farmworker Committee, Katy Whitley, is editor of "Lifeline," the publication of the Presiding Bishop's Fund. She is just one of the means by which East Carolina ministers to the whole world.

Respectfully submitted,

Robert L. Beasley, Chair

THE CHURCH PENSION FUND

To the Bishop and the One Hundred and Seventh Annual Convention of the Diocese of East Carolina:

Enclosed is the annual accounting of grants in force in your diocese as of

July 30, 1989. It includes benefits to retired and disabled priests, surviving spouses, and dependent children canonically resident in your diocese.

I am pleased to report to you that our beneficiaries in the Church's 98 dioceses received a total of $45,199,542 in benefits in the fiscal year ended March 31, 1989. The more than $4.6 million increase over the previous year reflected both improvements in benefits and a rise in the number of beneficiaries.

A comparison in benefit payments in fiscal 1989 and 1988 follows:

Beneficiaries	1989	1988	1989	1988
Retired Clergy	3,136	2,941	$29,897,793	$26,703,759
Disabled Clergy	391	382	3,825,175	3,374,961
Widowed Spouses	2,049	2,012	11,259,235	10,216,612
Dependent Children	221	230	217,339	232,760
Totals	5,797	5,565	$45,199,542	$40,528,092

The Fund's investments continue to do well, I am gratified to report. As we noted in the 1989 Annual Report, The Fund's assets increased by more than $160 million in the past year, rising to $1,583,000,000 at fiscal year-end. This strong asset base is reassuring for the future, especially at a time when the course of the economy over the next few years is marked by greater than normal uncertainty.

With all good wishes for the success of your annual meeting,

Respectfully submitted,

Robert A. Robinson, President

ECUMENICAL RELATIONS

To the Bishop and the One Hundred and Seventh Annual Convention of the Diocese of East Carolina:

Someone has described ecumencial relations as a work for long-distance runners rather than sprinters. How true!

Healing the wounds of centuries takes much time, love, understanding, patience, hard theological work, and the grace of God. Issues which divide Christians must be dealt with honestly and forthrightly, but also with much patience, love, and tact. We Episcopalians, who are something of an ecumenical movement within our own Church, have come to better understand this difficult lesson in recent years.

The work we are doing in the area of Ecumenical Relations is intended to encourage, foster, and enable our long-distance running in the ecumenical movement.

The 1989 LARC (Lutheran-Anglican-Roman Catholic) Conference--our fourth--was held at Trinity Center on November 28-29 and was attended by over 70 clergy and lay professionals. The subject was THE PAPACY: AN EXAMINATION OF THE MINISTRY OF THE BISHOP OF ROME IN ECUMENICAL PERSPECTIVE. Our speaker was Teresa Berger, Ph.D., Assistant Professor of Ecumenical Theology at the Divinity School of Duke University. Dr. Berger spoke about the history of the papacy and how Roman Catholics understand its importance in the life of the Church. She then surveyed the views of other Christians and offered her views of the possible role of Petrine (papal) Ministry in a future reconciled communion of Churches.

As always, worship (this time led by Roman Catholics) and friendship were very much a mark of LARC.

The 1989 Conference was honored by the presence and comments of Bishop Michael C.D. McDaniel (North Carolina Synod--ELCA) and Bishop Robert Estill (Diocese of North Carolina).

In April, I attended the annual meeting of the Episcopal Diocesan Ecumenical Officers and the National Workshop on Christian Unity in Indianapolis, Indiana.

Copies of official ecumenical statements were distributed to the clergy.

At several times during the year, I have also attended various meetings of the North Carolina Council of Churches. I continue to serve on the Executive Board and Christian Unity Committee of the Council. The Council serves as an important sounding board and base of united action on social justice issues and faith and order concerns in North Carolina.

As Ecumenical Officer, I seek to keep myself informed on ecumenical matters through study and personal contact. I am ready to be helpful to any of our congregations and clergy in any way I can.

Respectfully submitted,

Fr. Robert T. Schriber, Ecumenical Officer

EPISCOPAL CHURCH WOMEN

To the Bishop and the One Hundred and Seventh Annual Convention of the Diocese of East Carolina:

Our annual meeting was held on Saturday, May 20th, at St. Stephen's in Goldsboro. The Rt. Rev. Hunley A. Elebash installed the Executive Board for the coming year.

In August, 130 women went to Trinity Center for a retreat day. The Rev. Bill Bradbury gave a most inspirational talk on "how to read the Bible"; and Kay Graves led a workshop on flower arranging for altar guild members.

Our district meetings offered a day of worship and fellowship; and a

sharing of ideas on how to serve our Lord and our fellow man.

The women of this diocese are most certainly fulfilling the purpose of our organization by showing the love of Christ through our service within our parishes; extensive service within our communities; and our mission service around the world.

Within the parishes, we offer study for personal and spiritual growth, as well as the fellowship shared in various projects. In our communities, we share in ecumenical projects that range from a Thrift Shop that nets $10,000.00 a year to support a soup kitchen and a day care, to a personal service of offering wigs to cancer patients on chemo-therapy, to camp scholarships for children, to day care for the elderly, and many, many more.

Our Executive Board completed the WOMEN OF VISION program. We do recommend it to the women of this diocese to assist them in recognizing their gifts for ministry.

It is indeed a privilege to work with all of these ladies who are working to further Christ's kingdom.

Respectfully submitted,

Harriette Wagner, President

EVANGELISM AND RENEWAL

To the Bishop and the One Hundred and Seventh Annual Convention of the Diocese of East Carolina:

The function of the Commission on Evangelism and Renewal is to study, make recommendations to the Bishop, and implement ways by which the Episcopal Diocese of East Carolina might be better enabled to proclaim the good news of Jesus Christ to all people.

Persons serving on the commission during 1989 were: The Rev. Bob Beasley, Mrs. Patricia Chamberlain, Mrs. Beth Douglas, The Rev. Ed Dunlap, Mrs. Pat Henson, The Rev. Russell Johnson, Mrs. Jane Martin, Mrs. Jean Messner, Mrs. Ginny Shew, Mr. Don Skinner, Mr. Bill Smith, Mrs. Betsy Toomey, and Mr. Ollie Toomey.

In order to achieve the goal stated above, the commission is now in the process of revising the following steps outlined by the Executive Council of the Diocese:

1) By the end of 3 years, have a minimum of 15 parishes involved in the current evangelism project.
2) By 1992, all parishes will have active, working commissions on evangelism.
3) Guidelines for Cursillo and other conferences will be developed to help participants impact and integrate with local parishes.
4) Make more use of the public media on a Diocesan-wide basis.

5) Evangelism will be the focus of the Bishop's time and energy for the next 3 years.
6) The Bishop will hold a 3 day/night renewal preaching mission in every area of the Diocese.
7) There will be a preaching/renewal conference for all clergy before the renewal mission.
8) There will hopefully be at least 10% growth in every parish within 3 years.

Our major thrust for 1989 has been to review and reactivate the Springfield model for parish evangelism and church growth, the 2 year pilot project undertaken by the Diocese in 1986 which involved 5 volunteer congregations in East Carolina. Five new parishes: Christ Church, New Bern; Holy Trinity, Fayetteville; St. Anne's, Jacksonville; St. Andrew's, Nags Head; and St. James, Shallotte; have now been brought on board with this process which asks for a team in each church to work in 5 areas: proclamation of the gospel, new member ministry, ministry with the lapsed, parish revitalization and spiritual direction, and community ministry.

As we approach now the decade of the nineties, designated by the last General Convention as a time in which evangelism will be emphasized, it is the desire of the members of the commission to offer to the Diocese a diverse number of ways by which our faith can be shared one with the other. Detailing those ways will be the major thrust of our work in 1990.

I ask your prayers for the work of this commission, that in all we say and do, we keep ourselves focused on how best to live out the words of our Lord as recorded in the 15th verse of the 16th chapter of the Gospel according to Mark: "Go into all the world and preach the gospel to the whole creation."

Respectfully submitted,

David M. Chamberlain, Chairman

CURSILLO

To the Bishop and the One Hundred and Seventh Annual Convention of the Diocese of East Carolina:

Just as the Church is the response that Christ makes to the World, the Cursillo Movement attempts to be one response of the Church to the World.

The Cursillo Movement does have something specific which it is trying to do, and that something is not just putting people through a 3 day weekend retreat. Cursillo is a method of working to bring other men and women to know and to love Christ and to Christianize the environment of society as a whole.

Cursillo ask the Cursillista to:
1. Make a real commitment to Christ.
2. Try to direct his or her whole life to God.

3. Take the Christian ideal as the ideal for his or her life.
4. Grow in apostolic effectiveness in his or her own environment.
5. Work to draw others to Christ.

In 1989 four Cursillo weekends were held at Trinity Center. Each weekend had in attendance approximately fifty people serving as staff and forty people being exposed to Cursillo for the first time. Since being introduced to East Carolina in 1981, there have been thirty-four Cursillo weekends. There are more than twelve hundred Cursillistas in East Carolina at the end of 1989.

We plan four weekends in 1990, and we invite all Episcopalians in the diocese to investigate Cursillo by talking to your Parish Priest or any of those twelve hundred who have experienced Cursillo first-hand. Maybe Cursillo has a place in your future.

Respectfully submitted,

Walter C. Jones, Jr., Lay Director

HISTORIOGRAPHER'S REPORT

To the Bishop and the One Hundred and Seventh Annual Convention of the Diocese of East Carolina:

Meetings Attended:
Diocesan Convention, February 2-4, Greenville, NC
National Episcopal Historians Conference, June 20-23, Trinity College, Hartford, Connecticut
Archivists Conference, October 8-11, Kanuga Center, NC

Accessions:
Aaron Woolley Cornwall, A Pictorial History of the Anglican Churches in Colonial America, 1607-1776 (Winston-Salem, NC) 1988
Architects of the United States of America (Melbourne, Australia) 1989
Journals of Other Dioceses and of General Convention, 1988
Magazines and Newspapers of the National Church and of this Diocese and Other Dioceses and Organizations
Photographs of The Rev. Robert B. Drane, Jr. and of The Rev. Frederick B. Drane and a Drawing of St. Paul's Rectory, Edenton, NC from Mrs. Rebecca D. Warren, Chapel Hill, NC
Photographs and a copy of The Living Church from Mr. A. E. Parra, Administrative Assistant, Church of the Good Shepherd, Norfolk, VA
Photographs from Dr. C. S. Jackson, Wilkesboro, NC

Information Given to:
Mrs. Walter L. Sowers, Bluefield, VA: Biographical material on Bishop Darst
Mrs. Mellon: Baptismal date from St. Luke's, Winterville Record Book
Mrs. Gloria Brightwell, St. Augustine, FL: Biographical material on The Rev. Charles Pettigrew
Mr. Charles A. Duboc: Biographical information on The Rev. Henry Alfred Duboc

Space Problem: There is a need for more filing cabinets and shelving in the Archives Office and the adjoining hallway.

Respectfully submitted,

Lawrence F. Brewster, Historiographer

HUNGER COMMISSION

To the Bishop and the One Hundred and Seventh Annual Convention of the Diocese of East Carolina:

The Hunger Commission began anew in 1988 and we have spent this year building our committee and catching a vision for hunger work in the Diocese of East Carolina. Our committee was small and it hindered our work so we will be doubling its size early in 1990.

We had planned to establish a network representing each parish but after some deliberation, we now feel it would be more profitable to identify existing hunger related programs and be a resource to those who are trying to establish a similar ministry in their congregation. During the fall we sent one person to the Province IV Hunger Conference held in the Diocese of North Carolina and we secured a packet for World Food Day and with the Bishop's support, had copies sent to each priest and senior warden in the diocese.

Recent studies show that North Carolina has 11.6% of its families categorized as poor, with 43.8% of these families living in the eastern region of our state. Because of this continuing problem within our diocese, we feel it is our responsibility to keep these issues before our congregations. We will do that in the coming year by offering educational opportunities such as a one day workshop. We will also attempt to be a resource for models of hunger ministry and report to the Bishop on the state of hunger in the diocese.

Respectfully submitted,

Nancy D. Craig, Chair

KANUGA CONFERENCE CENTER

To the Bishop and the One Hundred and Seventh Annual Convention of the Diocese of East Carolina:

Kanuga Conferences was indeed a busy place in 1989, and there is good evidence that nearly 22,000 persons who attended programs returned home inspired, enriched, and encouraged. It is also quite likely that their home parishes and dioceses were positively affected as these people shared with homefolks their Kanuga experiences.

Rooted in the Carolinas and long the conference center for Province Four, Kanuga finds itself more and more being expected to assume a national role in the Episcopal Church as opportunities, which cannot be met by smaller centers, come its way.

Perhaps the most significant event yet held at Kanuga will be the March 1990 Conference, Christ for a New Century: Launching the Decade of Evangelism. The Presiding Bishop has proclaimed this the opening event in that ten-year Episcopal Church effort, and diocesan teams are being encouraged to attend.

This is the second in a series of annual conferences on Christian Commitment sponsored by the Bowen endowment.

The conference for Church Librarians and Archivists in October and the April Conference for Large Multi-Staff Churches also attracted participants from across the country. In each case, the Kanuga offering was the first of its kind. Judging from participant evaluations, each met long-standing needs of these church professionals.

Faith Development in Early Childhood, a book based on papers delivered at the December 1987 Kanuga Symposium, was published in the spring of 1989 by Sheed and Ward of Kansas City. This first book ever published from a Kanuga Conference has great appeal among early childhood education professionals and highly committed volunteers in all mainline churches, and is selling well.

The regular summer conferences of 1989 were well received with the change in the format of the Bible Conference particularly successful. Kanuga will build on that success with the 1990 Bible Symposium, featuring Lord Donald Coggan, 101st Archbishop of Canterbury, Dr. Walter Harrelson of Vanderbilt University and the Rev. Fleming Rutledge.

Other conference highlights for the summer of 1990 are Reflection on Faith and Art with Madeline L'Engle as keynoter, and the Renewal Conference with Michael Marshall and David Collins sharing the keynoter role.

Begun as an experiment in 1988, the weekend camping experience for homeless children from Atlanta at Camp Kanuga was continued in 1989, and another city, Greenville, SC joined the program. Plans are now being made to expand the weekends to a five-day camp session and to include homeless children from Atlanta, Greenville, Charlotte, Durham, and Charleston.

Providing these children two virtually unknown experiences--security and fun--and doing so in a warm, Christian environment is a heartwarming experience. (We commend this program to diocesan centers and stand ready to help if asked.)

Kanuga continues to improve in other areas as well. Additions to the plant in 1989 include the Johnson Staff Dining room, a memorial to Gelola Johnson, a member of the staff from 1962-1988, and the Colhoun Room-Michal Patio constructed onto the previously unfinished St. Paul's-Colhoun Gymnasium.

Planned for 1990 is the renovation of the men's summer staff dormitory.

This will provide the young men of the summer staff long overdue adequate and comfortable housing. Insulated and heated, the building will then be available for guest housing September through May and will increase Kanuga's capacity during those months by ten percent!

Increasingly serving the church across the nation, Kanuga is committed to remain true to its roots, the people, parishes and dioceses of the southeast. We pledge to you the same quality programs throughout the year, the familiar Kanuga intimacy, and the warm, caring hospitality you have come to expect.

Members of Kanuga's Board of Directors and Visitors from the Diocese of East Carolina are: Mr. and Mrs. Waverly Broadwell, Fayetteville; The Rev. and Mrs. Edwin B. Jeffress, Jr., Wilmington; Mr. and Mrs. Charles vonRosenberg, Fayetteville; Dr. and Mrs. Charles L. Garrett, Jacksonville; Mr. and Mrs. William S. Page, and The Rt. Rev. B. Sidney Sanders, Kinston; Dr. and Mrs. John C. Rozier, Jr., Lumberton; and The Rt. Rev. and Mrs. Hunley Elebash, Wilmington.

To them and to you as a diocese, we say a sincere thank you.

Respectfully submitted,

Albert S. Gooch, Jr., President

LAND STEWARDSHIP COUNCIL OF NORTH CAROLINA

To the Bishop and the One Hundred and Seventh Annual Convention of the Diocese of East Carolina:

The urgent need for land to be considered as a valuable natural resource brought the Land Stewardship Council into being. Concern for the land is expressed through the Judeo-Christian tradition of "stewardship": to manage a resource wisely and responsibly with the proper regard to the rights of others. By using spiritual, Biblical, and ethical principles and values, the Council hopes to assist the people of North Carolina to become more mindful to their precious land heritage.

The Land Stewardship Council of North Carolina is a Judeo-Christian, non-profit organization undertaking a sustained statewide program concerned with the education of the people in the spiritual and ethical principles pertaining to land conservation and use. The aim of the Council is to provide for the resolution of issues through a program of forums, discussions, publications and workshops, and information for legislative bodies, local, state, and national, to advance the cause of natural resource stewardship in accordance with the teachings of the Holy Scriptures. The Council seeks a broadly based consensus concerning the enduring values of the land of North Carolina.
(From "A Land Use Ethic for North Carolina", page 1.)

Respectfully submitted,

James Hinkley

To the Bishop and the One Hundred and Seventh Annual Convention of the Diocese of East Carolina:

Our year began with the planning of the liturgies for the 106th Convention of the Diocese in Greenville.

In early January we held a conference with The Rev. Joseph Russell on the Lanugage of Worship. The purpose of the conference was to expose the Diocese to the Supplemental Liturgical Text authorized for experimental use by the 1988 General Convention. The workshop was well attended and we all benefitted from Joe Russell's knowledge and understanding of the need for those liturgies using inclusive language. Also in January a one day Choral Workshop was held at Church of the Servant for the Diocese by Dent Davidson and Joan Thompson of Seattle. At this time we presented and rehearsed music for the Diocesan Convention composed by Dent Davidson. At the 106th Convention of the Diocese in Greenville we had a Diocesan Choir for the first time and we celebrated Candlemas at the Opening Liturgy. All five liturgies were well received by the Convention. Again we printed one Booklet for all the liturgies.

On April 11 we designed and participated in the Dedication of the Indoor Chapel at Trinity Center with the Board and staff. On June 23 at Senior High Conference at Trinity we completed and dedicated the Outdoor Chapel at Sanders Point.

The weekend of August 18-20 was the 1st Annual Conference on Church Music with an overflow registration of 90 people. Ben Hutto from Christ Church, Charlotte, was our dynamic leader. This will now become a tradition for us with the 1990 Conference on Church Music being set for August 24-26 at Trinity Center.

During September and October the Chair and several of our members participated in teaching classes on liturgy at the Deacon's School in Kinston.

In November several of our members attended the Association of Diocesan Liturgy and Music Commissions national meeting in Chapel Hill. On November 8 we planned and directed the Celebration for the visit of the Bishop of the Northern Territory of Australia in Christ Church, New Bern.

The Commission concluded the year with an overnight meeting to plan the Convention liturgies for the 107th Convention of the Diocese.

The Chair has done several consultations on liturgical space and other matters related to liturgy in various Diocesan parishes.

Respectfully submitted,

Liturgical Commission

DEPARTMENT OF MISSION

To the Bishop and the One Hundred and Seventh Annual Convention of the Diocese of East Carolina:

The Department of Mission began the year with hearings on the first weekend in January. Because of the number of requests for financial assistance from parishes and the desire on the part of the Department ot engage in conversation with representatives, the hearings were expanded to allow more time and were held over two days. Of benefit to the Department, and hopefully to the parishes, were the liaison relationships whereby one member of the Department had responsibility for ongoing contact with the parishes and for holding a mid-year meeting with parish leaders to discuss issues and concerns related to the parish's life and mission.

Total requests from parishes amounted to $71,517.00. In addition to the requests from parishes, the Department considered the situation of several of the parishes serving the Black community. As a result, total grants amounted to $97,500.00. Specific provision was made to enable Bishop Sanders to provide staff assistance for the mission to Black congregations. This money was not able to be spent in 1989 and was put aside to be used in 1990.

It is significant that several congregations which had formerly required diocesan financial assistance had become self-supporting. Those congregations are: Christ Church, Hope Mills; Church of the Servant, Wilmington; St. Christopher's, Havelock; St. Paul's in-the-Pines, Fayetteville. As a result of this change, funds were available to provide support for St. James, Shallotte to call a full time priest and to support the new mission congregation, Holy Trinity, Hampstead.

Besides the hearings, the Department met three times at the Diocesan House in Kinston, April 11, September 12 and November 14, 1989.

The Department continued the sponsoring of the area studies under its mandate from convention. During 1989 two area studies were held and the following congregations participated: St. Andrew's, Goldsboro; St. Francis, Goldsboro; St. Stephen's, Goldsboro; Holy Innocents, Moss Hill; St. Augustine's, Kinston; St. Mary's, Kinston; Emmanuel, Farmville; St. Paul's, Greenville; St. John's-St. Mark's, Grifton; St. John's-St. Mark's, Grifton; St. Paul's, Clinton; St. Christopher's, Elizabethtown; Trinity Church, Lumberton; and Grace Church, Whiteville.

Follow-up meetings with churches in each of the area studies have begun and the results of the area studies and the follow-up meetings have been compiled for presentation to the Convention and Executive Council.

The Department recommendations to the Executive Council for the proposed diocesan capital funds campaign were:

New Work: Currituck/Duck, on the Outer Banks; Long Beach; North Fayetteville; West Greenville; Hampstead.
For Revitalization: St. Paul's in-the-Pines, Fayetteville; Church of

the Servant, Wilmington; Christ Church, Hope Mills.
Other: St. Augustine's, Kinston; St. Cyprian's, New Bern.

A major piece of new work begun by the Department was the Small Parish Planning Conference which was designed to meet a need that was identified through the area study process, namely, enabling small parishes to gather leadership teams to work with an outside consultant on issues of interest to each parish. The first conference had representatives from four congregations. Another conference is scheduled for early 1990.

At the end of the year the identified concerns of the Department were the situations of the Black parishes of the diocese, a need for a strategy to support new and developing parishes, the deployment of clergy to small parishes, follow-up on the results of the area studies, and financial support for the revitalization of parishes.

Members of the Department of Mission in 1989 were: The Rev. James R. Boyd, Chairman; Mae Butler, Harry Douglas, Carolyn Duckett, Paul Kane, the Rev. Chip Marble, Linda MacDonald, The Rev. Jud Mayfield, The Rev. Josh MacKenzie, Bill Morris, The Rev. Ed Sharp, and Norma Van Veld.

Respectfully submitted,

The Rev. James R. Boyd, Chairman

PEACE AND JUSTICE COMMISSION

To the Bishop and the One Hundred and Seventh Annual Convention of the Diocese of East Carolina:

The Peace and Justice Commission sees its primary task as one of education and information regarding the many peace and justice issues facing the church today and the work of our church in these areas.

We want to create an awareness of the Episcopal Church's Public Policy Network, the Ministry of Advocacy, and the work of the Washington Office of the Episcopal Church supporting the resolutions of General Convention in the areas of Peace and Disarmament, Energy and Ecology, Social Justice, Racism and Discrimination, Health and Welfare, and Food and Hunger. We want to create an awareness of the resolutions of Convention, as well as the statements from the House of Bishops and the Lambeth Conference, pertaining to peace and justice.

We want to encourage study and prayer on the prophetic role of the church in the world today. We want to encourage responsible action on behalf of social justice and peacemaking. We want to become a commission willing to help others explore all possibilities for ministry and struggle with the question, "What is God calling us to do or say in this situation?"

The Peace and Justice Commission is made up of diverse and dedicated men and women who have resolved to become a commission of action as well as thought and theology.

The Members of the Commission are:

The Rev. Kathleen D. Awbrey, Chair
The Rev. Robert Beasley
The Rev. Jeff Douglas
Dr. Colin Jones
Ms. April Lane
Dr. Fred Moncla
Mr. Frank Parrish
Mr. Rudy Whitley
The Rev. Mid Wootten

Respectfully submitted,

The Rev. Kathleen Davie Awbrey, Chair

PLANNING, DESIGN, AND CONSTRUCTION (PDC)

To the Bishop and the One Hundred and Seventh Annual Convention of the Diocese of East Carolina:

Activity for 1989 consisted of 3 meetings and a most stimulating workshop for parish members.

Parish growth continues to be a mixed blessing. Membership and Christian activities are outgrowing our church buildings faster than resources can be found to expand. This is particularly true in resort communities where permanent populations are exploding and influx of tourists saturate our facilities.

We must prayerfully seek God's direction for solving this perplexing situation.

The workshop was held at Trinity Center; about 40 persons attended. The theme of the meeting was "Stewardship of Space". This was an attempt to plan for growth, but some emphasis was given to better utilizing our existing facilities. The next workshop will be held in March 1991.

Those of you with specific subjects that might be included on the agenda are invited to give us your ideas.

Respectfully submitted,

John R. Jefferies, Chairman

POVERTY TASK FORCE COMMITTEE

To the Bishop and the One Hundred and Seventh Annual Convention of the Diocese of East Carolina:

In February 1989 a Committee was appointed by the Bishop from medical, legal, educational, clerical and social work fields to address the issue of poverty, particularly in Northeastern North Carolina.

Members appointed were: Dr. Charles Duckett of Greenville; Ms. Debbie Cavanaugh of Elizabeth City; Mr. James Cheatham of Greenville; Dr. Alfred Moncla of Elizabeth City; The Rev. James Horton of Williamston; The Rev. Jud Mayfield of Bath; The Rev. Gary Fulton of Bath; Mrs. Janice Ellegor of Belhaven; Mrs. Ann Harrell of Washington, Mrs. Victoria Brown of Grimesland; and Mrs. Laura Head of Wilmington. Bishop Sanders presided at all meetings of the Committee.

The Committee quickly realized that our Diocese encompasses some of the most impoverished areas in the whole country. Some of the worst areas are not even serviced by active parishes. With a few exceptions, the area east of Interstate 95 from Virginia to South Carolina is losing jobs, people and hope. Unemployment and per capita income are below both the United States and the North Carolina averages. Farming, for generations the engine of the northeast region's economy, has gone into a nosedive. Manufacturing, which came on strong during the 1950s, also has fallen on hard times.

To make matters worse, social problems - out-of-wedlock births, drug and alcohol abuse, illiteracy - are on the rise. A study done on the future of the region by an Eastern North Carolina bank, Branch Bank and Trust, Company of Wilson, alarmed many area leaders two years ago. "Eastern North Carolina is experiencing an exodus," the study said, "and the population which remains is increasingly poor and undereducated."

Inevitably, like a noose that slowly closes around a neck, the economic woes begin to strangle the people. Virgil Cook sees this every day at the Halifax County Health Department. "Teen pregnancy is a tremendous problem here." Cook says. "We have a high rate of illiteracy. The average black male has an eighth-grade education in Halifax." Cook says drug use is up in the county, which is on the Virginia line northeast of Raleigh. Crack, a smokable form of cocaine, is available for $10 a hit. In 1970, 2,700 people in Halifax County collected Aid to Families with Dependent Children, a federal welfare program for poor, single mothers. By December 1987 - with the population almost unchanged - the AFDC number had more than doubled, to 5,457.

Not all areas in the region, however, are hurting, and this is grossly misleading. For instance, Greenville, with a new Medical Center and home of East Carolina University, continues to grow. In addition, some coastal counties are profiting from healthy tourism and the retirement business.

The urban areas of the Diocese don't escape major problems. In fact, public housing projects, which on the outside appear to be an improvement, are breeding grounds for drugs, illiteracy, teenage pregnancies and crime.

In these public projects the birth rate of those trapped in the welfare cycle is four times higher than that of high school and college graduates. The cost of welfare is $65,000 per family per year, to include the overhead associated with same. The group entrapped in this cycle is a far greater risk for prison at a cost of $40,000 per year, not to mention the cost to the victim. This is, as well, the high-risk group for AIDS, a disease with a quarter-million-dollar price tag, as well as Fetal Alcohol Syndrome, which costs on an average $45,000 per year for the life expectancy of the afflicted child. In addition to all of the above, America is starved for a skilled labor force; and it is from this target group that the greatest potential is wasted.

Reviewing all these alrming facts was almost mind-boggling for the committee. It quickly realized our church can't solve all these problems, but it can begin to direct its resources, both financial and manpower-wise, to the problems. It can and should also seek assistance from the National Church.

Together, with non-profit organizations, state agencies and other churches, something can be done. Currently, our own Diocese has some well-managed projects for the elderly and migrant workers, but few are addressing our most precious resource - our children.

Current Diocesan-Sponsored Projects

Our Diocese currently sponsors several projects, obtaining positive results, that reach out to the poor and underprivileged of eastern North Carolina. The Committee members view these projects as realistic expressions of our Christian beliefs, not just in words, but in action.

The Shepherd's Staff is a program based in Belhaven, NC that provides some help with the basic needs of food, shelter, fuel and transportation for those who may not qualify for established governmental programs but who are still in great need. One of the basic thrusts of the program is a project that sends volunteer workers into the homes of the elderly to perform tasks that will enable them to remain in their own homes as long as possible. During 1989, 92 volunteers participated in this program.

In addition, 1,846 families were served by Crisis Assistance and a chapter of Share was created. This is a project in which the poor can give 2 hours a month volunteer work in return for $30 worth of groceries, for which they pay only $13 in cash or food stamps. One hundred families have participated. Shepherd Staff provides transportation to the medical clinics in Greenville six days a week. A support group for single parents is being created.

As an outgrowth of Shepherd Staff, a new project is being developed by the Community Developers of Beaufort-Hyde, Inc. which will provide housing projects, with supportive services, for low income elderly in Belhaven and Hyde County. This group is already assisting the low income elderly in locating existing financial resources to borrow money to build or buy their own homes. A proposed project is the building or 50 houses in Beaufort and Hyde Counties for low income families to either rent for purchase or buy through various mortgage funding sources. This project is

being supported by grants from the Ford Foundation, the Presiding Bishop's Fund for World Relief and the Diocese.

The Episcopal Farmworkers Ministry is an outreach program for seasonal and migrant farm laborers sponsored by the Diocese of East and North Carolina. The current program is based in Newton Grove, NC and serves Harnett, Johnston and Sampson counties. The services offered include an outreach worker, a 25 passenger bus for transportation, a clothing shed which serves lunches daily during season, weekend recreation programs, Sunday mass, a food pantry and craft and driver education classes. Last year, clothes and household items were distributed to over 4,000 people, over 700 workers were transported to medical, legal and social services and emergency food relief was provided to over 1,700 people. Some day care is being provided for migrant children, but there is an increasing need for adequate day care. The Episcopal Farmworkers Ministry has raised almost half of the $180,333 needed to build a licensed day care and community center in Newton Grove.

Each year, from 30,000 to 40,000 migrant farmworkers live and work in North Carolina during the growing season. Their hands provide many of the fruits and vegetables we buy. The bodies that go with those hands often have many unmet needs. This ministry offers help, hope and support to these people.

Another exciting program receiving support from the Diocese is Crossroads in Wilmington, NC. Jack Dunn, the financial consultant who began the program 7 years ago when he personally tutored a bright, disadvantaged child, describes Crossroads as a program designed to give disadvantaged children the extra help they might need to be able to perform at the same level as their peers.

The program uses a combination of paid tutors and volunteers, called mentors, who stay in touch with the child's teachers and expose the child to experiences that poverty might deny them. The program is funded entirely through private channels, including the Episcopal Church. Most of the children receiving services live in public housing projects and have limited experience outside that environment.

Crossroads targets children in the first 3 grades in school and is designed to help these children catch up and have equal opportunities in the educational system. This program offers children help with their homework, additional tutoring and counseling after school. In addition, kids are taken on field trips, sent to camp, paired with adult "mentors" and given assistance in applying for scholarships to private schools. About 30 children are in the program with hopes for expansion. There is a desperate need for this kind of program in every community in our state.

Good Shepherd House was begun by the Church of the Good Shepherd in Wilmington, NC. It is a program which provides shelter, meals, counseling, rehabilitation and ministry to the homeless. Diocesan support has also been given to a project for the homeless in Washington, North Carolina.

This spring approximately 12 Episcopal attorneys volunteered to work with Pamlico Sound Legal Services in providing free civil legal services to

older Americans in Beaufort, Hyde, Martin, Pitt, Tyrell, and Washington counties. To be eligible for assistance, a person must be 60 years old and meet certain qualifications as set by Pamlico Sound Legal Services, a federally funded organization.

The committee members believe these projects are expressions of our Christian responsibilities in action, which are carrying out the Commandments of our Lord. We endorse the fact that our Diocese is offering support to these ministries. We are not finished, but have just begun, because the needs are great and exist in every community.

When the question is asked, "Are we our brother's keeper?" - those already involved in the projects described are responding with a "Yes", which is a "Yes" to our Lord and Savior Jesus Christ, that they will truly serve Him, not just with their lips, but in their lives by providing realistic services and nurturing love to those in need. Let us follow their example.

Respectfully submitted,

Poverty Committee

Resolution For Proposed New Projects

RESOLVED that the Diocese support and fund a Shepherd Staff type program within the next several years in Hyde, Tyrrell and Washington counties.

FURTHER RESOLVED that the Diocese sponsor another Crossroads Project within the Diocese at a site selected by the Bishop.

FURTHER RESOLVED that the Diocese support the Episcopal Farm-workers Ministry by seeking to fund the balance needed to complete its day care and community center project.

FURTHER RESOLVED that future projects be developed in:

(A) Job-Related Programs
(B) Pre-School Programs
(C) Cooperation with and through the Eastern North Carolina Poverty Committee.

RESOLVED that the Bishop request funding for these crucial projects from the funds managed by the Episcopal Foundation of the Diocese of East Carolina.

(See Resolution of the Foundation dated February 2, 1989 on next page.)

Resolution
The Episcopal Foundation of the
Diocese of East Carolina, Incorporated

WHEREAS there exists within the Diocese of East Carolina areas that are economically deprived and in need of assistance above and beyond that afforded by county, state and federal agencies; and

WHEREAS the Diocese has a goal of becoming less dependent on income from the Foundation,

NOW THEREFORE BE IT RESOLVED that the Foundation endorse the concept of funding, in the future, projects within the Diocese that assist in alleviating poverty.

February 2, 1989

PRISON MINISTRIES COMMISSION

To the Bishop and the One Hundred and Seventh Annual Convention of the Diocese of East Carolina:

Project Angel Tree in 1988 was the largest ever in North Carolina and the second largest in the nation. Almost 4,200 children received gifts in the name of their parent in prison. Eighty-eight churches across the state were involved in this witness to Christ's love. Almost one-third of the parishes in the Diocese of East Carolina particpated. In preparation for 1989, 2 workshops were held in September in Fayetteville and Wilmington led by The Rev. David Haley, NC Area Director, Prison Fellowship.

Trinity Center (November 30 - December 2) was the scene for the second retreat for volunteer chaplains of the eastern area North Carolina Department of Correction. Participants included program supervisors for most of the eastern area's correction centers. Funding was again provided by the Prison Ministries Commission for the purpose of establishing the relationship between chaplains and those responsible for supervision and scheduling of activities.

Funds from the commission's budget were also allocated for chapel building programs in Carteret and New Hanover Counties, Christmas Projects, a Prison Chaplaincy, and the Families in Crisis Agency in Wilmington.

Finally, these commission members are acknowledged gratefully: Jo Ann Bell, Chester Bright, Howard Constant, David Haley, Jim House, Elizabeth Kroeger, Ed Latham, Nancy Rascoe, Bill Ray, Elizabeth Rumpf, Betsy Toomey, Raymond Wade, and Nancy Wood.

Respectfully submitted,

Oliver R. Toomey, Chair

PROGRAM GROUP

To the Bishop and the One Hundred and Seventh Annual Convention of the Diocese of East Carolina:

The Program Group continues to meet 3 or 4 times a year for the purpose of maintaining communication among those persons coordinating areas of program and ministry. The group seeks to be supportive of one another and new groups as they form. This year the Alcoholism and Drug Abuse Commission has reorganized under the leadership of Ms. Liz Huskey of St. Paul's in-the-Pines, Fayetteville. Also, under the leadership of Dr. John Powell of St. Paul's, Greenville, The Family Ministries Commission is attempting to provide support to parishes in dealing with ever increasing problems with the basic unit of our society, the family. An extensive survey was completed earlier this year.

The Peace and Justice Commission has also reorganized under the leadership of The Rev. Kathleen Awbrey and the Evangelism Commission has new

leadership as they begin to tackle a "Decade of Evangelism". The Rev. David Chamberlain is their leader. Many other groups continue to provide leadership conferences, and resources for our parishes. Our only regret is that more clergy and lay persons don't take advantage of the many opportunities provided.

The Program Group is concerned about the faithful stewardship of Trinity Center during the coming years. Some excellent conferences are planned which provide education and resources for parish ministry. We need to fill our conferences!

Many volunteer hours of clergy and lay persons are given through our various areas of program and ministry. We are thankful for their dedicated service!

Respectfully submitted,

The Rev. A. C. Marble, Jr., Chair

DIOCESAN RESOURCE CENTER

To the Bishop and the One Hundred and Seventh Annual Convention of the Diocese of East Carolina:

The Diocese of East Carolina Resource Center loaned over 200 different types of media to churches in the diocese over the past year. To publicize the availability of our media we had displays at the Diocesan Convention in Greenville, the Christian Education Conference in June at Trinity and the Adults Who Work With Youth Conference in September. During the past year a supplement to the Catalogue was published and sent to the churches and clergy. Recently, we also acquired a new camcorder for use in the Diocese. It will give the Diocese a new way to use the center for media usage. Please take time to read the Catalogue and use the resource center for your programs next year.

Respectfully submitted,

Holly Mason

SAINT MARY'S COLLEGE

To the Bishop and the One Hundred and Seventh Annual Convention of the Diocese of East Carolina:

"We build our school on Thee, O Lord" are the opening lines of the hymn, sung every week in Saint Mary's Chapel. These words have moved out of the chapel and across the campus this year, giving us new reasons to be thankful for our students and the life we share here.

Ten students were baptized at Saint Mary's this year, 3 during the Bishop's visit during which an additional 3 students were confirmed. The remaining 6 were baptized following All Saints Day during the regular Sunday morning church service. While we certainly do not measure our success in ministry by numbers along, 10 students is a remarkable number! We feel we have anticipated the Decade of Evangelism in the best way possible.

Regular, required participation in the liturgy prompts students to grow in many directions. This year, the campus has responded with unprecedented generosity to the needs of our community. Faculty, students and staff donated over $500 to the Hurricane Hugo Relief Fund, which we sent on to Charleston and McClellanville. Two of our alumnae, volunteers with Wake Relief, the emergency food pantry in Raleigh, asked for our help in stocking the pantry's shelves for the holidays. We took this on as our Thanksgiving Project and delivered two station wagon loads of food. Again this year, students are providing Christmas presents to children whose mothers are in prison through Project Angel Tree.

Our all-student Vestry is involved with the planning and implementing of all these programs, a cause for their success. Our students are learning about the needs of others, and how they, even at this point in their lives, can respond. All this goes on while they are honoring their first commitment, which is to their academic work. A record number of high school students were inducted in the National Honor Society fall inductino, which indicates that many of our Students, with direction and support, are enjoying both intellectual and spiritual growth. Our new Leadership Scholarship has brought some very fine young women to our campus, one of whom was instrumental in founding our first SADD chapter.

We feel grateful for the 147-year foundation which undergirds and supports Saint Mary's, upon which we can confidently build our school.

Respectfully submitted,

The Rev. Janet C. Watrous, Chaplain

STANDING COMMITTEE

To the Bishop and the One Hundred and Seventh Annual Convention of the Diocese of East Carolina:

I. Consent for the election of Bishops was granted to the following Dioceses:
   A. Diocese of Texas, a Suffragan Bishop
   B. Diocese of North Carolina, a Suffragan Bishop
   C. Diocese of El Camino Real, a Bishop Coadjutor
   D. Diocese of Spokane, a Bishop Coadjutor

II. Consent to these Dioceses to install Suffragan Bishops to be the Diocesan:
   A. Diocese of Southern Virginia, The Rt. Rev. Frank H. Vest, Jr.
   B. Diocese of Southwest Florida, The Rt. Rev. Rogers S. Harris.
   C. Diocese of Southestern Mexico, The Rt. Rev. Claro H. Ramos

III. Consent was given to consecrate the following Priests to Bishop:
   A. The Rev. John Henry Smith to be Bishop of West Virginia
   B. The Rev. Artemio M. Zabala to be Bishop of Northcentral Philippines
   C. The Rev. Robert J. Hargrove to be Bishop Coadjutor of Western Louisiana
   D. The Rev. Vincent W. Warner to be Bishop Coadjutor of Olympia
   E. The Rev. Sergio Caranza-Gomex to be Bishop of Mexico
   F. The Rev. Charles L. Longest to be Suffragan Bishop of Maryland
   G. The Rev. Edward L. Lee to be Bishop of Western Michigan
   H. The Rev. William E. Smalley to Bishop of Kansas
   I. The Rev. James E. Krotz to be Bishop of Nebraska
   J. the Rev. Andrew H. Fairfield to be Bishop of North Dakota
   K. The Rev. Edward L. Salmon, Jr., to be Bishop of South Carolina
   L. The Rev. Charles L. Keyser to be Suffragan Bishop of the Armed Forces

IV. Gave consent to the following parishes to increase their indebtedness:
   A. St. Anne's, Jacksonville
   B. St. Philip's, Southport
   C. St. Timothy's, Greenville

V. Gave consent for the following to be admitted candidates for Holy Orders:
   A. Jeremiah Day
   B. Maxine Maddox
   C. Albert Case
   D. Sara Krantz
   E. Herb Plimpton

VI. Approved for Ordination to the Diaconate (Vocational):
   A. Betty Buck
   B. Gaye Davis
   C. Scott Luce

VII. Approved for Ordination to the Diaconate (Transitional):
   A. Margaret E. Ingalls
   B. John David vanDooren
   C. Hugh King McGlaughon, Jr.

VIII. Approved for Ordination to the Priesthood:
A. Hugh King McGlaughon, Jr.
B. Margaret Eileen Ingalls.

IX. Approved the recommendation of the Diocesan Convention Committee that the 107th Annual Convention of the Diocese of East Carolina be held in Kinston on February 8, 9, and 10 with St. Augustine's, St. Mary's, and Holy Innocents as host churches.

Respectfully submitted,

The Rev. Lawrence P. Houston, Jr.

STEWARDSHIP COMMITTEE

To the Bishop and the One Hundred and Seventh Annual Convention of the Diocese of East Carolina:

These are exciting times for our Diocese. We are growing in the giving of our time, talent and money as never before. We have many programs going on that we can all take joy in. Our ministry to farmworkers continues to grow. Shepherd's Staff continues to expand to meet the needs of the people in Hyde, Beaufort, and Tyrrell counties. Good Shepherd House is meeting the needs of the homeless in Wilmington. Creative Christian Stewardship Grants are making an impact all over the Diocese. Holy Trinity in Hampstead continues to grow and this year has pledged $5,000 to the Diocese. St. James, Shallotte is on the verge of an explosion.

These are indeed exciting times for us. The question is will we continue to give of our time, talent, and money so that we might expand our ministry. The needs around us are great. Our need to build new churches exceeds our resources. The youth program of the Diocese has reached capacity and the need to expand is here-now. We must reach out to others who need our help. We must love our neighbors as ourselves. He has called us to this task. We must respond.

The Stewardship Committee has been busy this year. The Bishop's Conference on Stewardship was well received by those in attendance. Unfortunately, those that needed to be there most, failed to attend.

A total of 6 area meetings on stewardship were held this fall for clergy, wardens and vestries. Almost 500 people attended the meetings. From the reports we have heard, the meetings were helpful.

We now have 12 well trained and dedicated stewardship consultants who are ready to work with churches that request them. If you are having trouble with stewardship in your church, and many are, request a consultant. They can and will make a difference in your church.

We take great pride and joy in what this Diocese has accomplished but there is still much work to do. Let us join together to make Stewardship, truly, the main work of church.

Respectfully submitted,

J. Clarence Leary, Jr., Chair

CAMP TRINITY

To the Bishop and the One Hundred and Seventh Annual Convention of the Diocese of East Carolina:

Nineteen eighty-nine (1989) was indeed a recording breaking summer for Camp Trinity at Trinity Center. We completed the summer with 605 campers in attendance. This was a 50% increase with 200 additional campers from the previous camping season. This increase was due to expansion of the summer season with additional sessions and scheduling of some different Camps. These changes facilitated the accommodation of more campers from our waiting list.

Once again, the Camp Trinity Summer Staff was an extremely talented and committed group of college students. Many were from our churches in the diocese and have grown through the youth program into the camping program. We were blessed to also have fine leadership with our clergy and laity who offered a quality Christian Education experience to the campers. The children had the opportunity to grow in their spiritual journey through the teaching shared by the session leaders.

This summer we introduced a Counselor-in-Training (CIT) Program for junior and senior high students. The CIT's assisted counselors in working with campers. This program met with success and will be expanded this coming summer.

A host of 27 volunteers once again assisted with the Camp for the Handicapped. Many of our 45 campers were attending for their third summer along with a number of new campers. This session as always is fulfilling for campers and staff alike.

A highlight of the summer was the dedication of "The Bishop's Chapel" at Sanders Point. The chapel was built over a 2-year period by Senior High youth from across the diocese. The Rt. Rev. Sidney Sanders dedicated the chapel with over 150 in attendance. It was indeed a joyful day for all. The chapel was used over the summer by all campers and continues to be used by many while staying at Trinity Center.

I am also grateful to the Summer Camp Committee, who has continued to be an active group of people planning for the camp program. They have worked on policies, program designs, risk management, accreditation, staffing facility needs, and various other issues related to camp administration. Their enthusiasm, support, and vision has been felt throughout the camp program.

We ended the camp season with 69 volunteers, 18 camp staff, and 605 campers who made the summer of 1989 a memorable experience. Our sincere thanks go to all who gave of their time, talents, and love to make the program at Camp Trinity such a viable ministry in the Church

Respectfully submitted,

The Rev. Russell L. Johnson
Chair, Summer Camp Committee

Ms. Carol M. Taylor
Coordinator of Summer Camps

THE UNIVERSITY OF THE SOUTH

To the Bishop and the One Hundred and Seventh Annual Convention of the Diocese of East Carolina:

Sewanee experienced an exciting new beginning this year with the installation of Samuel R. Williamson as the fourteenth Vice-Chancellor and President of the University of the South. Among the many areas of University life to which the new Vice-Chancellor is giving serious attention are the strong ties that bind Sewanee to the Episcopal Church.

One of his first acts was to initiate a year-long series of forums on the topic. "What it Means to Be a Christian University"? The results of these discussions should provide guidance and a sense of direction as the University seeks to find new and more meaningful ways to serve the Episcopal Church. In his remarks at the Sewanee dinner at the 1988 General Convention in Detroit, Vice-Chancellor Williamson stated his confidence that "...we will be forging working relationships with the owning dioceses that will be pragmatic, effective, useful."

Students in the College as well as the School of Theology have responded enthusiastically to the University's new Wellness Program developed by the counselling services. Programs and activities focus on forming habits that lead to a healthy lifestyle, both now and in the future. They include physical fitness, help to stop smoking, alcohol and drug awareness, stress management, and strengthening interpersonal relationships.

Another important area of the University that has received much attention this past year has been the University's Minority Affairs Program. Vice-Chancellor Williamson appointed a "Task Force on Minority Recruitment and Retention" with the mandate to make proposals for increasing the representation of minority ethnic groups in the College of Arts and Sciences and enhancing the quality of their experiences while here. The work of the task force was guided by two principles which are specific to the University of the South: that at the heart of Christ's life and mission is God's special concern for those who are vulnerable and who have suffered injustice; and that Christ's death and resurrection were intended

to accomplish the reconciliation of divisions that are based on differences of race, culture, and sex. The task force has formulated twenty-two specific recommendations which have been overwhelmingly endorsed by the faculty and are in the process of implementation.

The administration and the governing boards are giving major attention to positioning the university to meet the challenge of the 1990's and beyond, into the twenty-first century. A thorough curriculum review has recommended strengthening the international components of the undergraduate education program. Other issues being addressed include how Sewanee can continue to compete for its share of a declining pool of college age young people, how to attract strong faculty as competition for qualified faculty intensifies in the next decade, and how to position the School of Theology to better serve the needs of our changing Church. The University is in the early planning stages of a campaign to improve such facilities as the sports and fitness center, the dining hall, performing and fine arts space, and dormitories.

One of the most significant gifts that the University has ever received came this past year from a communicant in the Diocese of West Tennessee. In addition to an earlier gift of 350 acres of land, Mr. Clarence C. Day, through the Day Foundation of Memphis, gave the University a ninety acre lake and some 350 acres that surround the lake. The water in the lake is sufficient to insure that even in a period of severe drought, the University will have adequate water to support both the town and the campus. An intensive study will determine the best possible use for this unusual and magnanimous gift.

The Diocese of East Carolina participates directly in the life of the University in many ways, through both gifts and the students who attend the University, as well as through the Trustees who serve from this diocese. This year there are 2 students enrolled in the College of Arts and Sciences and 3 students enrolled in the School of Theology. The Trustees serving from the Diocese of East Carolina include: The Rt. Rev. B. Sidney Sanders, Rev. Christopher P. Mason, Dr. John Powell, and Mrs. Alicia Ragsdale. In addition, 12 parishes in the diocese gave gifts last year totaling $9,452.50 to support the University and its programs. Among those parishes making contributions, 10 were honor roll parishes, that is, parishes that gave an amount equal to at least one dollar per communicant.

As we enter this new academic year, we ask your continued prayers and support as your university continues to support the Church's teaching ministry.

Respectfully submitted,

Jan Seigmund

VOCATIONAL DIACONATE

To the Bishop and the One Hundred and Seventh Annual Convention of the Diocese of East Carolina:

The Committee on the Diaconate is a standing subcommittee of the Commission on Ministry and reports to the Commission and the Bishop. Its primary responsibility is to coordinate the process for persons seeking ordination as Deacons and to oversee their education in a diocesan School for Deacons.

Three first year and two second year students are currently enrolled in the School, one second year student having decided not to continue with the course of studies. The Rev. Dr. Richard W. Warner, Jr. serves as Director of the School, which meets for a full day every other Saturday at St. Mary's Church in Kinston. He is also responsible for securing faculty from among the clergy of the Diocese to teach the required courses in Holy Scripture, Church History, Theology, Ethics, Contemporary Society, Liturgics and the Theory and Practice of Ministry. A field work placement follows the completion of classroom work and rounds out the approximately three year course of preparation for ordination as a Deacon.

There are presently nine Deacons serving in a variety of social, pastoral and liturgical ministries in Wilmington, Elizabeth City, Goldsboro and Greenville. Most are involved in nonstipendiary ministries, adding their ordained responsibilities to their professional and family lives. Three additional persons have completed the necessary requirements and will be ordained in the near future.

This past year the Committee on the Diaconate regularized its membership with appointments by the Bishop of three lay persons, three deacons and three priests serving on a rotating basis. Present members are lay persons Linda Aiello and Octavia Kelly, Deacons Vera Hayes, Gloria Price, and James Smith, and Priests Cherry Livingston, Joshua MacKenzie, and Richard Warner. A day-long conference for Deacons with the Bishop and members of the Committee was held at Diocesan House in April for a first-time review of diaconal ministry in East Carolina. Deacons Gloria Price and James Smith, Jr. represented the Diocese at the Conference of the North American Association for the Diaconate at the Kanuga Conference Center in June.

Plans are presently underway for a continuing education event for Deacons and for the revision and re-printing of a brochure on the Diaconate in East Carolina. The Committee continues to learn from the experience of the wider Church as well as that of our own Deacons and their ministries in this Diocese and to update our program as needed.

Respectfully submitted,

The Rev. James C. Cooke, Jr., Chair

YOUTH COMMISSION

To the Bishop and the One Hundred and Seventh Annual Convention of the Diocese of East Carolina:

The Youth Commission of the Diocese of East Carolina had the following goals for the 1989 program year: (1) To continue to sponsor the highest quality youth events utilizing the youth and adult talents within the diocese. (2) To have an adult leadership training workshop in Black congregations and in Wilmington. (3) To begin concrete planning for an Adult Youth Ministry Institute. (4) To set up the strucutre for and appoint Convocational Youth Coordinators (CYC's) to support and facilitate youth events at the convocational level. (5) To begin a diocesan-wide youth newsletter. (6) To recruit black youth to attend major diocesan youth events. (7) To have a work day at Trinity Center to complete the outdoor chapel. All but one of these goals was completed and one was partially completed. However, in view of the fact that the number of youth participating in diocesan sponsored events increased over last year, the Youth Ministries program continued to meet or exceed expectations.

The two major diocesan-wide events sponsored by the Youth Commission were very well attended with 185 youth attending the Youth Convention held at St. Paul's, Edenton in February and 195 attending the fall two-day two-night Diocesan Youth Event (DYE) held at Trinity Center. The Youth Convention initiated a substantive program format this year with mime Doug Berky providing the teaching by means of his unique gifts. The DYE had as its theme "Building Bridges Through God's Love" and featured a bridge building exercize with 10,000 popsicle sticks. This conference was highlighted by the internationally known Christian rock singer Fran McKendree. These efforts to bring quality outside resource people greatly enhanced our programming. These two weekends were filled to capacity.

Completion of the outdoor chapel at Trinity Center took place in the early Spring under the leadership of Powell Bland of Greenville. Sixty-five youth and adults participation in the two-day event which finished the work begun by teenagers two years before. Benches and landscaping were the major accomplishments with the funds for the project being raised by the youth themselves.

Under the direction of Cookie Cantwell from Wilmington, Happening continued to be filled to capacity even as it expanded its numbers to include two new groups of people into its weekend format; Geritols, adult youth advisors who have never experienced a Happening weekend retreat; and a GIC--Growth in Christ--program of post-Happening Happeners who returned for a follow-up program and fellowship. At two weekends a year, this program is filled to maximum capacity.

New Beginnings, a weekend event for Junior High youth, had two weekend events last year. This program meets a strong need on the part of younger teens and was filled at its November weekend. The program has a new coordinator, Mike Pridgen from New Bern.

This fall, the Youth Commission sponsored an Adults Who Work With Youth event entitled "Back to the Future: Discovering the Youth in You." This conference was unique in that it utilized the talents of six youth from the Youth Commission who presented vignettes on topical issues from the teenage world to help adult participants understand youth and their needs. Forty-seven attended this conference and it was acclaimed by all as a tremendous success.

Two special events not held annually were attended this summer and fall by youth and adults from our diocese. The triannual Province IV Youth Event was held in Rock Hill, SC this summer and seven youth and adults attended this gathering of people from around the Southeast. Additionally, a Province IV Adult Leadership Training Event was held in the Asheville area this fall and one adult attended.

Efforts continue in the area of recruiting Black youth to attend diocesan sponsored youth events. The entire amount of $300 budgeted for minority scholarships was expended to make it possible for five black youth to attend these youth events. More funding in the future for this purpose will enable more black youth to attend youth events.

The Youth Commission consists of 16 youth (4 from each convocation) and 8 adults. The members of the Youth Commission are: Harris Vaughn, Jason Motteler, Wyatt Lane, and Bob Wright (Edenton Convocation); Bethany Barratt, Jill Poythress, Tommy Koonce, Jalyn Parsley, and Emily Kear (Fayetteville Convocation); Aylett Colston, Amy Foushee, Joseph Southern, and Mickey Loughlin (Wilmington Convocation); Joe Deveau, Edmond Knott, Brindley Garner, and Trey Hamlin (Wilmington Convocation). Adults on the commission are: Carol Taylor, Chris and Holly Mason, Powell Bland, Mike Pridgen, Joy Fairchild, Kay Swindell, Susan Sprouse and Jamie Tyndall. This commission met and planned all activities sponsored by the Youth Commission in the diocese. They are a strong and capable group who feel strongly about continuing the growth and quality of youth ministry in the diocese. The commitment and enthusiasm of this group is inspirational!

The Youth Ministries Task Force is a new group functioning under the auspices of the Youth Commission. Consisting of key adult leaders in the diocesan youth ministries network, this group is charged with the responsibility of charting the overall direction of youth ministries in the diocese as well as to support the work of the Youth Coordinator, Carol Taylor.

Thanks to the leadership and untiring efforts of Carol Taylor, our diocesan Youth Coordinator, the Youth Ministries program of the diocese has grown and prospered. Enthusiasm and vision abound in the youth ministries program and that makes the future a bright one indeed!

Respectfully submitted,

The Rev. Christopher P. Mason, Chair

To the Bishop and the One Hundred and Seventh Annual Convention of the Diocese of East Carolina:

At Thompson Children's Home 1989 was a year of changes - good changes!

Numerous capital improvements: There were the exciting ones like the opening of the Gordon Smith Dining Room and the completion of a beautiful chapel garden for remembering Thompson's history and benefactors in its second century of services to children and families.

And, there were the necessary repairs. Our after-school/rainy day activities room was painted and recarpeted. The children's cottages were painted and gutters replaced. A new floor was installed in the gymnasium and a severe drainage problem corrected at the same time. All potential sources of asbestos contamination in our nearly twenty-year-old buildings were removed or properly contained.

Currently plans are underway for a Bishop Thomas A. Fraser Activities Field - a memorial from Mr. & Mrs. William Ethridge in Raleigh. The field will have a baseball diamond, basketball and soccer goals. It will be a place for countless hours of fun and recreation, and the children are anxiously awaiting its completion.

Two staff changes: Steve Sally joined the staff this year as Program Director. Steve is particularly well qualified. He has a Master of Social Work Degree from State University of New York and a wealth of experience (13 years) working with troubled youth. Gaybrielle Morgan, a twenty-year veteran staff member, was named Director, Volunteer Services.

Board and Executive Committee: This group took on a new name, Board of Trustees. The Home's Bylaws were rewritten - the most significant changes being an annual election of members by each diocese for three year terms; and the Executive Committee, responsible for the day-to-day operations of the Home, will now be comprised of fifteen members of the Board. Chairmanship of the Board will rotate each year among the three Bishops of the dioceses in North Carolina. The Rt. Reverend Robert Estill will be Chairman in 1990.

Development and Public Relations: Traditional support such as the annual Thanksgiving Offering, church women donations and memorial giving was up slightly; church budget support down. Two mail solicitations have been added over the years - spring and back-to-school. And there is now a host of special events - golf tournaments, a horse show, an auction and several more. Planned Giving is a priority. The Episcopal Church in general has done much to raise the awareness level of estate planning among parishioners. Many church members have long-range charitable goals. Bequests and other deferred giving plans have played an important role in the care of children at Thompson. Brenda Lea, Director, Development and Public Relations, is available to share additional information about Thompson with those interested in naming the Home a beneficiary in their wills or other gift plans.

Administration and Finance: Thompson has a carefully-planned budget, prepared by the Finance Committee of the Board and adopted by the entire Board of Managers which is elected by the three dioceses. About 40 percent of the budget comes from gifts that have been given to endow the Home and assure its continued operation. But, without daily support from Episcopal churches and interested parishioners, Thompson could not provide the quality or variety of services it now offers.

Thompson's mission remains the same: To offer the children in our care HOPE FOR A BETTER LIFE. But, who are our children? Are they abused children, homeless children, children with special problems? Yes, all of the above! Today, there are "new orphans." Our children have not lost their parents to war and incurable diseases. Instead, they are indirect victims of newer diseases: alcohol, drugs, crime, abandonment. Often they have lived in multiple placements always waiting for the next move. Eileen Simpson in her moving book Orphans: Real and Imaginary describes them as abandoned property. Families often seem unwilling to make the necessary sacrifices either to keep their children with them, or to give them up. There is one basic theme: the manipulation of children for the convenience and interest of adults and the sad ability of children to continue loving. Toni is one of the children in our care. She flits around in girlish glee. She's smiles and pigtails; big eyes and giggles. She skips and plays. This is Toni most days. But, most nights Toni becomes withdrawn, she cries a lot, she has nightmares. Toni is only seven, but she remembers how her father abused her.

Jake is eight-years-old, but he can't talk. His mother abandoned him when he was just two weeks old, and his father used him as an emotional punching bag. And, there's Marie whose been keeping house since she was five, and Phillip who lived on city streets before coming to Thompson.

One final case is Ben. We are seeing more and more children like him. He comes from a good family - a family like mine and yours, but somehow it isn't working. Something's wrong. Ben is acting out in school, he doesn't play with other kids and doesn't seem to like himself or his parents. He's not happy. And, Mom and Dad don't know how to help.

For over 100 years Thompson has been meeting the needs of chidren and families across the State of North Carolina. Started as an orphanage, it is now a modern treatment facility for boys and girls, ages 5-12, diagnosed emotionally disturbed. Most of the children who live at Thompson are referred by county departments of social services. Thompson also has a Goldsboro group home for teenagers, a weekend enrichment program for mentally retarded young people, an after-school and summer day camp program. This past year Thompson served 197 children and families.

Anne Boyer, Board member, Ascension Church, Hickory, said at a recent meeting, "Thompson is an institution all three Episcopal dioceses in North Carolina can be proud to support. One reason Thompson is good - it's flexible. What this Home is doing today is not necessarily what it will be doing ten years into the future, but we can be assured Thompson is always striving to meet the most prevalent needs of children and families."

As Executive Director I'm often asked, "Is Thompson successful?" Some children I admit Thompson can't reach, but we try; and we try hard. And, thee are always children like Lee. Lee was in our care for five eyars. He returned recently to say, "I wish every child in the world could have three months of the love and care I received at Thompson." There's John. He's been in our care for over ten years, the last nine in the Goldsboro Group Home. He became an Eagle Scout this year, will graduate from high school in May and fifteen days later will enter the U.S. Navy.

1989 was a very good year! To our friends, a special "thank you."

(The names of the children were changed to protect confidentiality.)

Respectfully submitted,

Bill Moore and Brenda Lea

N. C. Collection/UNC-CH Library

COMMISSION ON MINISTRY

To the Bishop and the One Hundred and Seventh Annual Convention of the Diocese of East Carolina:

The Commission on Ministry is composed of eight priests, four laypersons, and one deacon, appointed by the Bishop to assist him: "in determining present and future needs for ministry in the Diocese; in recruting and selecting persons for Holy Orders and in guiding and examining Postulants, Candidates, and Deacons in training for the priesthood; in providing for the guidance and pastoral care of Clergy and Lay persons who are in stipendiary and non-stipendiary positions accountable to the Bishop; in promoting the continuing education of the Clergy and Lay Professionals employed by the Church; and in supporting the development, training, utilization, and affirmation of the ministry of the Laity in the world." (Title III, Canon 2, Section 1 and 2)

During 1989 the Commission recommended to the Bishop the following persons seeking Holy Orders:

for Ordination to Deacon in Training: Margaret Ingalls, King McGlaughon, John David vanDooren;

for Candidacy: Jeremiah Day, Maxine Maddox, Albert Case, Sara Krantz, Herb Plimpton;

for Postulancy: Liz Huskey, Steve Evans, Carolyn Craig;

for Ordination to the Diaconate: Betty Buck, Gaye Davis, Scott Luce.

Also we interviewed and agreed "not to close the door to the process" in this Diocese: Valerie Wright and Dwight Johnson; and Frank Russ and Teresa Lawrence who are ordained in other denominations.

The Commission also evaluated the interviewing process to determine its effectiveness in selecting men and women for Holy Orders who are called by God and qualified for ordained ministry. In this process we developed a first-draft of criteria for evaluating those desiring schedule to give us more time and focus with each person.

Under the excellent leadership of the Reverend Jim Cooke the subcommittee on the Diaconate has continued to develop its training through the Deacon School and they continue to seek to sharpen their understanding of the role of the Deacon and to communicate this with both the Commission and with the Diocese.

In 1990 we desire to continue to support the work of our Bishop and to finalize our draft report on Criteria for Holy Orders. Also, we will continue to address the concerns of many concerning the confusion over the role of Deacons and the role of Laypersons in the Church and in the world. None of our work would go forward without the superlative effort of Jane Wynne who keeps us all on task with great efficiency and good cheer.

Respectfully submitted,
The Reverend William J. Bradbury, Chair

To the Bishop and the One Hundred and Seventh Annual Convention of the Diocese of East Carolina:

I was asked earlier what is a Crossroads. It is very difficult to say in six minutes, but my kids would have said the question should have been what is luck because we tell our children that luck is the Crossroads where preparation and opportunity meet. We advise them that if they prepare we will provide the opportunity and that is a solemn promise. What is a Crossroads child? In all probability a child in elementary school living on welfare and who, based on standardized tests, is being treated by the public school system as stupid, not ignorant, and there is an ocean of difference between the two. Each has access to a daily tutorial program and a mentor who will serve as an advocate within the public school system, a confidant and their leader in exploring the world outside of their housing project.

Let me appeal to your head before we move to the heart. In the remainder of this century, only 25% to 30% of the new entrants in the work force will be white male. A class of high school dropouts costs this country one quarter of a trillion dollars in foregone income tax and this is strictly lost revenue, not factoring in the cost of welfare at $65,000 per family per year, nor the cost of prison at $40,000 per inmate, or the cost of death by Aids running conservatively at a quarter of a million dollars. It is estimated as well that using a factor of 1.7 one would arrive at society's true cost because that includes the other group for whom high school diplomas are virtually meaningless.

These are states from a nation where 1 of 6 children are born to a teenager, but we are in an area of that nation where the same ratio is closer to one in two and thus, for us, the problem is terribly compounded.

Enough from an ex-insurance peddler. Lets hear what somebody who really had some analysts available had to say, and I am quoting exactly and precisely Owne P. Butler, retired chairman of the board of Proctor & Gamble, who said: "There is no question that if we allow things to simply go on the way they are going in our public education system, if we continue to let children who were born in poverty fail - FAIL! To get the kind of education that will allow them to participate in our economy and our society productivity, then demographics make it very clear that sometime in the 21st Century this nation will cease to be a peaceful, prosperous democracy."

How proud am I to be standing up here talking to you today, one of Bishop Sanders' four primary poverty projects? About as proud as Michael Jordan's mother some seven or eight years ago the day after he made a lot of you folks happy, and I am happy to bring up Delores' name because if it were not for her this program may not have started. She called abut a year after Michael's shot and said, "Jack, there is a kid going to Laney that has Michael's type talent but he is an academic cripple and some teachers say he may be retarded. How could a child who could dribble down court with a thousand people screaming decide whether to cut right or left or shoot or pass, be retarded? It doesn't make sense."

I agreed, she asked me to help and I told her I would think about it.

To make a very long story short we had this young man tested and this child going in the tenth grade was reading on a second grade second month level and the test showed him to be marginally retarded and said if he had a hundred tutors for the rest of his life he would never go above a fourth grade fourth month level. We had him tutored and in two months he didn't go beyond the fourth grade level, he went beyond the ninth grade level, which led to my own private investigation resulting in my belief that the public school system and other social agencies absolutely and totally confuse stupidity and ignorance.

In tracing back Zack's plight, we arrive at the first grade where he was put in what is referred to as the fourth reading group but which should more aptly be referred to as the first non-reading group because these are the children they never intend to teach to read anyway because they know they are hopeless because of the circumstances from which they come and how "stupid" they are when they arrive at school. For example.

The summer after Zack we used the exact same resources to have ten first graders tutored and, on the second day with that group, we took them to a public lake and all ten wanted to know "Wha Dat Big White Bird" and that big white bird is more commonly known to our children as a duck. These children had never seen or heard of a duck.

Had they not gone to the lake they would have seen this duck in their textbook the following year, raised their hand and asked the teacher "Wha Dat Big White Bird?" What do you think is going to happen?

I am going to show you a chart of a young lady's achievement scores, the California Achievement Tests, as it is known. This is a young lady who was directly on the road to failure, an absolute disaster, reading in the tenth percentile; use of language in the tenth percentile and math in the twenty-second. Here in one or two years she has taken the math up to the eighty-fifth to ninetieth percentile level, her English up to fifty-fifth and she has done this with an organization which has been purely run by the seat-of-the-pants. Only now are we getting to the point that we have the luxury of time to give her additional training in geography, public speaking, writing, current events, history, computers, philosophy, physical development, ethics and morality.

In addition to our tutorial program each child has a mentor. The mentor is to make sure that on arriving in the sixth grade reading at the sixth grade level the child will know what a duck is. In addition, the mentor is to make sure they know who Jesus Christ, Martin Luther King and George Washington are because none of them do when they come to us. The mentors take them to the ocean, take them to the river and we have a number of children who live three blocks from the river who had never seen it until they joined Crossroads.

These children are born in a tomb of poverty, ladies and gentlemen, and that tomb is impossible to escape without your help. Let me give you a little description of what this help may mean to you through an expression of good feeling that another has made regarding his work. This is an

almost exact quote from a mentor who spoke off the cuff and from the heart when I was speaking to the ladies of St. Paul's, Wilmington.

He described Jervay housing project as: "Not only do all the buildings look the same, but, as well, you will find the same expressions on the faces of the residents - fear. Not a wild-eyed fear, but a more subtle, deeper fear. Not fear for the moment, but instead a fear of the future, or better put, no future."

Dewayne lives on the second floor. As you enter the building, you are overwhelmed with the reek of urine. By the time you hit the second floor, you are also conscious of alcohol, a fainter smell of marijuana and an odor of dust that has not been moved in months. Graffiti is <u>everywhere</u>, mostly unintelligible except for the occasional use of obscenities and that which can be found over the door to Dewayne's apartment, where it boldly says, 'I love crack.'

I generally pick Dewayne up on Saturday mornings to run errands, work in the yard, etc. - whatever I happen to be doing.

The door opens almost simultaneously with my knock, and you have <u>never seen</u> a pair of eyes glistening with such anticipation. Dewayne goes back to pick up his coat, tip toeing so as not to disturb any of the several men passed out on the floor or couch, strewn among the beer and liquor bottles.

As he turns back to me, once again making his way through the minefield of comatose bodies, he looks up to me, locking eyes, and a smile of delight comes to his face which causes time to stand still. He is getting away from it, maybe only for a few hours, but, yes, he is getting away."

And the next day, St. Paul's wonderful rector, Ham Fuller, said, "Jack, Art was awfully heartwarming. Why don't you say something heartwarming? You spoke from the head all night. Say something about God"

I said, "Ham, my boy, you have not been listening very well. You've been ordained and have a pipeline but God comes to me in the form of alisases. He comes to me in the form of Delores Jordan. He comes to me in the form of Zack Herring and he comes to me in the form of Bill Morris, Maxine Maddox, and Jimmy Taylor, but especially, he comes to me in the form of little Dewane with his eyes looking up, ready to escape."

Yes, if only for a moment, to escape. But we know it is not going to be only for a moment if little Dewayne does what we ask him to. He is only ten years away from escaping for a lifetime, and God, for that, I thank you. Ladies and Gentlemen, and Bishop Sanders, for your time, I thank you. May we meet again in a common quest.

Respectfully submitted,

Jack O. Dunn
Crossroads

BOARD OF MANAGERS
TRINITY CENTER 1990

To the Bishop and the One Hundred and Seventh Annual Convention of the Diocese of East Carolina:

1. (1978) Many of you may not remember that 12 years ago, this month, at the Diocesan Convention in Fayetteville, The Rev. King Cole pointed out to us that like "THE VELVETEEN RABBIT", we had literally loved Camp Leach to death and that Camp Oceanside was also moribund.

2. (1981) Two years later, at the Convention in Nags Head, Bishop Elebash appointed the initial ad hoc committee to study our camp and conference facilities.

3. (1982) Eight years ago, in this very hall, the report of their chairman, The Rev. Peter Robinson, was received by Convention, and after due discussion, the bold decision to develop a single focus center for all Diocesan camping and conference activities was passed. The Bishops then made a very wise choice when they appointed the now Rt. Rev. Robert Ladehoff as chairman of a new committee to plan the facility.

4. (1984) At the Convention in Fayetteville, two years later in 1984, the report of this committee was accepted, with the plans for the center, and the even bolder challenge of a capital funds drive to raise two million dollars for its construction was passed. That goal was exceeded in June of the same year with pledges in excess of $2,234,000.00. In April of that year, the first dirt was moved when Charles King dug our beautiful centerpoint, the lagoon.

5. (1986) In 1986, after a year's unforeseen delay and with your great patience, Trinity Center opened and was formally dedicated, in the grandest fashion, in June. That summer saw the first of our wonderful camping seasons.

At this point in time, we have accomplished together what most of us could only dream was possible. We have a center whose replacement value is probably in excess of five million dollars and it sits on a city block of oceanside to soundside real estate whose value is open to wide speculation, but suffice it to say, it is beyond the reach of most. But best of all, thanks to the generosity and sacrifice of the Diocesan family and others, the entire facility IS TOTALLY PAID FOR.

The best of the good news is that in its almost four years of operation, Trinity Center has served the needs of thousands of people and played a part in touching many lives and has also provided the environment for many people to renew their commitment to our Lord.

In my opinion, and the opinion of many others, our facilities are second to none in Diocesan camp and conference centers. Aside from its natural and man-made beauty, Trinity Center is clean, well maintained, landscaped enhanced and the food is good. Above all our staff is dedicated and ready to take good care of you and your group and cater to your needs.

As the Holy Father said, "If that is the good news, what can possibly be the bad news?" The bottom line is that Trinity Center suffered a deficit in 1989. But before you get out your sheckles for the alms basins which I am sure you know are coming around, let me assure you that funds to cover this deficit have been borrowed from a commercial lending institution and a repayment schedule arranged so that the debt can be retired from the center's future income.

You are entitled to an explanation of why the deficit occurred and I would not be accountable if I did not attempt to give you the facts.

Before "Our Shared Vision" became a reality, the planners were told by reputable authorities that the center should be self sustaining, after an operating period of three to five years, over which time Diocesan support would decrease annually, much as we, the Diocese, have weaned ourselves of living off Foundation income.
Initially, we had no idea what staffing needs would be; what opening expenses would cost or what to expect in terms of income. Believe me, IT WAS A JOURNEY IN FAITH. Can you imagine our first budget meeting when we "guestimated the electric utility costs at $30,000.00. Needlessly to say the Holy Spirit was guiding our guesses when we missed it by only a few thousand dollars. Many of you will recall, that after only eight months of operation, I came before you in Convention at Morehead City and told you that, in the opinion of the Board of Managers, based on the recommendation of staff, that we could operate without further Diocesan support and that, in addition, we were putting money in the depreciation fund. I remember distinctly that you cheered wildly, the Bishop and I smiled and we all went home dumb and happy.

In retrospect, that was a very bad decision on our part. During the next year, the Board found, much to its dismay, that the excess funds had been generated through inadequate staffing of the center coupled with inadequate maintenance of the facilities. Following the resignation of the first Executive Director and his assistant, the Board went through a period of interim management and tried to rectify these descrepancies. It was a costly process but absolutely necessary, in our opinion. When Sue Painter was employed, as Executive Director, she was given a mandate, by the Board, to continue our work in these aras, a mandate which she has admirably met. In only a few short months, we found ourselves nearing the end of 1988 and had great difficulty preparing a budget for 1989, but we did our best. As the year progressed, we saw dramatic gaps in our expected income due to "no shows" and cancellations by various groups, some for good reasons and some not, but they affected our income equally. At the same time we struggled to get a hand on a proper staffing and also tried to cope with unexpected expenditures.

The immediate result was a deficit but the long range effect is one of healthy renewed vigor by the Board, increased committee structure and more active committee participation. The deficit has also called for "belt-tightening" and sacrifice without a loss of quality of service or stewardship of the facilities. The Board of Managers and I have every confidence that this situation can, and will be corrected through increased recruitment of clients to fill the vacancies in weekday occupancy and better stewardship of the resources available to Trinity

Center. We ask for your continued prayers for the Board of Managers and the staff as they attempt to "toil in this part of our Lord's vineyard.

I would like to take a personal moment before I sit down. It has been one of the greatest joys and a blessing in my life to have served on the Board of Managers, and as its Chairman since Trinity Center was begun. I will treasure my involvement and associations I made as long as I live. But I believe in the philosophy of "serving and moving on" hopefully to new ministries. I have asked for and received the Bishop's permission to resign from the Board of Managers, effective immediately, so that he can appoint someone else to serve out the remainder of my term. I want to thank you for the trust and support which you have given me. May God bless you and our wonderful center.

Respectfully submitted,

Charles L. Garrett, M.D.

STEWARDSHIP DEVELOPMENT

To the Bishop and the One Hundred and Seventh Annual Convention of the Diocese of East Carolina:

A great deal has been happening since I reported to this Convention one year ago. You have heard reports from the Stewardship Development Committee, whose work has been taken over by the Episcopal Foundation of the Diocese of East Carolina. You have heard from the Foundation, which is responsible along with the National Church for the budget of the Stewardship Development Office. And, you have heard from the Stewardship Committee, which attempts to promote both the idea and the practice of Christian Stewardship throughout the Diocese. As Stewardship Development Officer, I work in all of these areas ... and some others, as well.

Let me outline briefly some of the things accomplished in the past twelve months:

1. Over 45 individuals have requested information on gift planning.

2. 9 people are currently considering a specific planned gift.

3. 34 individuals have indicated that they have remembered the Church with a planned gift with a total gift value from these 34 at least $1,763,000.

4. 2 wills seminars were held in parishes.

5. 13 sermons or other talks were presented at regular services, vestry or committee meetings or other special sessions.

6. 6 area stewardship meetings were held.

7. Monthly stewardship and foundation articles were written for CROSS CURRENT.

8. A study was conducted to determine the feasibility of a capital funds drive.

9. A Diocesan videotape was produced.

10. An introductory mailing on planned giving was mailed to everyone in the Diocese.

11. An end-of-the-year mailing describing the work of the Foundation was mailed to everyone in the Diocese.

12. A significant group of professional counsellors has been identified to assist the planned giving office in dealing with prospects.

These are just twelve items accomplished in the past eyar. BUT we have a great deal more to do:

1. More people will request and be provided with information on gift planning.

2. Episcopalians in East Carolina will understand that there are better ways to support the work of our Lord through a planned gift.

3. Wills and estate planning seminars should be held in all parishes -- not just a few.

4. There will be more frequent contact between the Stewardship Development Office and both the laity and clergy.

5. New and up-to-date videos will tell the Diocesan story even more effectively.

6. Parishes will establish their own planned giving programs with the aim of fostering long-range support and eventually building parish endowments.

7. Through ever-increasing support, the Foundation will play a much more active role in supporting both parish and Diocesan projects and programs of outreach.

We have a great deal going for us in this Diocese. We have been described by representatives from the National Church as a Diocese "where the action is". That is very encouraging, but we all know that there is a great deal more to be done in this "vineyard". Through a continued Diocesan-wide effort of disseminating information and encouraging each other to engage in what we know is our Christian duty, we will replace the concept of Stewardship with the living reality of stewardship in this portion of the body of Christ!

Respectfully submitted,

Glenn K. Richards
Director for Stewardship Development

To the Bishop and the One Hundred and Seventh Annual Convention of the Diocese of East Carolina:

Summer Camping is not always a perfect experience - I had a difficult time at camp last summer. As a session leader, I had to tell a young 9 year old camper on Monday that, despite his painful homesickness, he could not go home. He was, of course, sad and anxious and told me he worried about his mother, "who had never been without him". He was sure he needed to go hom. I said I thought his mother would be ok and so would he -- if he just gave it a few days. He said his father was a lawyer and that he was going to ask him to petition the Supreme Court to demand his release and, furthermore, he was absolutely sure the Constitution made it illegal to detain campers against their will. He demanded to be set free. I said he was free -- free to go swimming and that we would discuss his release on Wednesday. On Wednesday, after two days of pain and lots of swimming, sailing, singing and story-telling. We had another meeting. He said he thought it might be good for his mother to be without him for a few days. He thought his father would probably settle for prayer for judgement and that camp was really ok. He might even want to come back.

Diocesan Camps, you see, aren't perfect, they never will be but they do their job; that is -- they change people's lives, strengthen their sense of identity, help them get a new perspective on life and give them a new sense of freedom. That is why we have Diocesan Camps and why our continued supprt of them is so important.

The Trinity Camp Report is filed by title on page 97 of your Diocesan booklet. I'd like to highlight a few items from it. During this past year, due to the encouragement of the Camps Committee and the able, creative and dynamic leadership of our Camps Director, Carol Taylor, the number of young people who attended camp expanded from approximately 400 to over 600 campers. This is a significant event as never in the history of camping has this Diocese ever served more than 450 campers. Again, as Mid has reported to you the "Camp for the Handicapped" was held and a long-term staff training and recruitment program called "Counselors in Training" was begun. These are significant achievements and worthy of your note.

Secondly, I'd like to focus your attention upon our aims for the future. We have begun work on an accreditation program for the Camp which will, not only make us better able to serve our campers, but we hope lower considerably our insurance costs. That program is centered around a comprehensive risk management program and we are blessed in this Diocese by the leadership of Mr. Steve Guttu in helping us with that effort.

Finally, I want to speak to you about our needs: We need capital funds, sessions leaders, and scholarship. There is an imperative need for capital funds to provide for staff housing and session leaders' quarters. Basing the staff nearer the campers is an essential item for the well being of our camping program.

We need session leaders, clergy persons who will come and share their creativity and the good news with our young people. Parishes need to see this as an extension of their own ministry and share with the camp their clergy person for a session. Please encourage your priest to volunteer his or her services and ask the Vestry to "give them a week" in which to lead a session at our camp!

We need scholarships. I cannot emphasize this enough! Encourage your Vestry to make a line item in the budget for Diocesan scholarships. Make a donation yourself. Scholarships enable us to bring disadvantaged children to camp where they too have the opportunity to see life through different and renewed eyes.

Finally, I want to thank this terrific committee for its hard work in the past year and thank Carol Taylor for her leadership in making our camping program such an incredibly fine program here in this great Diocese. Each of us has much to be proud of in our camp and its program.

Respectfully submitted,

Russell Johnson
Chairman

Clergy Salary Study Committee

To the Bishop and the One Hundred and Seventh Annual Convention of the Diocese of East Carolina:

The committee recommends that the percentage increase for minimum salaries for 1990 be 4.5%. Maximum benefit for retired clergy for 1990 is recommended to be $500 per eligible person.

The committee also recommends that parishes begin paying 1/4 of the clergy's social security January 1, 1991 and an additional 1/4 of their social security beginning January 1, 1992.

These recommendations were presented to Executive Council on December 8, 1989 and were approved.

The committee reviewed diocesan staff compensation this year. Recommendations were made to Bishop Sanders.

The committee continues to endorse the Clergy Compensation Review process and recommends it to all parishes.

Respectfully submitted,

F. Donald Hickman
Chairman

A. ANNUAL COMPENSATION REVIEW PROCESS

The rector and the senior warden should appoint a Compensation Review Committee by the first of October so that they can meet with the rector by the middle of October. This will allow time for the Committee to report its recommendations to the Finance Committee/Vestry meeting, before the budget process begins.

It is suggested that the following might serve on the Compensation Review Committee: (1) a former senior warden; (2) one of the current vestry; and (3) someone from the congregation at-large who is experienced in compensation review on a professional level.

Suggested steps for carrying out the compensation review process are:

(1) After the Committee has been appointed, all members should be supplied with copies of "Caring for Clergy through Compensation," "Caring for Clergy through Housing," and the Diocesan Clergy Salary Study Commission findings, which should be read before meeting with the rector.

(2) The Committee should review the existing compensation package by item in order to be familiar with its details.

(3) The rector should be asked to comment to the Committee on how he feels about his present compensation and how he would like to see his total package structured for the coming year.

(4) The current COLA (cost of living allowance) should be discussed.

(5) The guidelines recommended by the Diocese should be reviewed.

(6) The Committee should ascertain that the rector is familiar with the tax consequences of how the salary package is structured.

(7) The compensation should be set. The Clergy Salary Study Commission encourages Compensation Review Committees to set the compensation with the rector present to allow for an open dialogue.

B. MINIMUM SALARY AND COMPENSATION FACTORS

THE COST OF THE POSITION

Clergy are called to do the work of the Lord and it seems unreasonable to impose upon them a purely secular system of compensation. However, it seems equally inappropriate to ignore the reality that the compensation of clergy is influenced by such factors as the scope of the job, clergy/vestry accountability, church stewardship, and the congregation's ability to pay.

It follows that maximum equity and fairness will result when the policies and methods pertaining to clergy compensation are standardized as much as possible and dealt with openly, making allowances for "special situations". The following guideline for determining the cost of a full time clergy position is offered for establishing equity and fairness between the clergy and the vestry.

While the committee acknowledges the difficulty in any ministry review for clergy and vestry, there is an obvious need for an annual review of that mutual ministry. Communication and accountability between clergy and vestry should be a part of that review. An ongoing clarifying of expectations between clergy and vestry will support the mutual ministry of the parish. The committee is continuing to work on developing a supportive and effective means to conduct an annual ministry review.

We direct your attention to these pamphlets which can be of great assistance in this process:

1. Mutual Ministry Review: for Clergy and Parishes
2. Caring for Clergy through Compensation
3. Caring for Clergy through Housing

These publications are available through:

The Church Deployment Board of the Episcopal Church
815 Second Avenue
New York, New York 10017-4594
212-867-8400

CLERGY SALARY STUDY - 1990

LEVELS OF RESPONSIBILITY AND COMMENSURATE COMPENSATION

Salary is that cash amount which is paid directly to the clergyman. The first step in determining salary is to determine the Job Responsibility Level. The categories of A to G are listed and below them are the salary ranges for each category. The description of each level and the ranges of each salary are of a scope comprehensive enough to allow practically any situation to fall within one of the seven levels. The Job Responsibility Level determines the salary range.

I. Job Responsibility Level.

Level A-1 This is the first year of ordained ministry. (Salary set by diocese.)

Level A-2 This is the second year of ordained ministry.

Level B Positions at this level require professional competency and ability to deal with normal demands as found in some missions and small parishes.

Level C Positions at this level require professional competency and ability to deal with demands of a mission or parish beyond the size or complexity of Level B. Often the major challenges here are those of institutional and pastoral management. An illustration of this level might be the mission cure, small to medium parish less than 125, college chaplain, or seasoned assistant.

Level D These are positions of some complexity and responsibility requiring more professional competence and independence than those of Level C. The "typical parish rectorship" is at this level. Of the same level of responsibility, although very different in some of the skills required, are such positions as diocesan officials, a Senior Assistant in a parish whose Rectorship is at Level E or F, or a "specialist" in certain areas.

Level E These positions are very complex and require seasoned competence in several areas: theological, pastoral and managerial. Typical of this level is the rectorship of above average in size and complexity of program. Some diocesan officials may also fall in this level. Average parish might approximate 250 with budget near $150,000.

Level F These positions are those of very heavy responsibility, requiring considerable experience and mastery of several not necessarily related disciplines. Direction and training of other clergy is often required. Rectors of very large, diverse parishes are typically at this responsibility level. Average parish might approximate 250 plus with budget near $200,000 or more.

II. Salary Range - 1990

	MINIMUM	MID-LEVEL	UPPER-LEVEL**
Level A-1	* $15,797	$18,125	$21,729
Level A-2	* $18,030	$19,168	$23,000
Level B	$20,263	$21,298	$25,557
Level C	$21,438	$24,658	$29,589
Level D	$24,357	$28,015	$33,618
Level E	$27,279	$31,374	$37,648
Level F	$30,198	$34,733	$41,679

* This figure represents the minimum salary established by the Diocese.

** Upper level does not imply maximum.

III. Total Compensation Package

A. Compensation

1. Salary (as outlined in Section II)
2. Housing - equal to 28% of Salary, Housing & Utilities.
3. Utilities - Reimbursement of Actual Costs.

B. Additional Benefits

1. Retirement (Church Pension Fund) - 18% of Salary, Housing & Utilities
2. Life and Medical Insurance - Based on quotes to the Diocese-approximately 10-12% of total compensation.
3. Consider sharing FICA on 50%/50% basis.
* 4. Sabbatical Leave (three months per five years)
5. Vacation

C. Business Expenses

1. Travel - Reimbursement of actual expenses.
2. Continuing Education - Reimbursement of actual expenses. ($300-$600)

EXAMPLE: Level A-1 (First year of Ordained Ministry)

Compensation:		
Salary	$15,797.51	
Housing	5,000.25	
** Utilities	2,060.55	(estimate)
Total Payments to Priest	$22,858.31	
BENEFITS:		
Retirement	$ 4,114.50	
Major Med. & Life Ins.	3,138.00	($1,559 - single)
BUSINESS EXPENSE		
** Travel	$ 2,404.62	
** Continuing Ed	500.00	
Total Cost to Parish	$ 33,015.43	

*There is growing concern that a sabbatical is helpful/necessary if the quality of ministry from the clergy is to grow and remain competent within the life of congregation. A three (3) month leave after five years has been suggested by our Commission on Ministry as an appropriate time. The course of study, as well as the length of time, should be negotiated with the Vestry.

**This is only one example. Utilities, Travel, and Continuing Education are negotiable and variable. We strongly recommend that Continuing Education be seen as a requirement and as a business expense.

In negotiating Compensation Packages it is important to have a person knowledgeable about Clergy Tax Laws.

C. MINIMUM SUPPLY CLERGY REMUNERATION

	Proposed
One Service	$ 75.00
Two Services	100.00
Three Services	125.00
Midweek Service	50.00
Mileage Per Mile	.22
Motel and Meals as Necessary	

Supply clergy are responsible for Federal and State Income Tax and Social Security Tax of 15.3% on these amounts.

Interim situations are all unique and should be negotiated individually with the involvement of a Diocesan consultant.

PROPOSED BENEFITS FOR RETIRED CLERGY

This proposal is submitted by the Clergy Salary Study Commission concerning a benefit for retired clergy and widows of retired clergy.

Retired clergy will receive assistance in defraying the cost of Medigap Insurance, within the following guidelines:

ELIGIBILITY

The benefits will apply to certain retired clergy and widows of retired clergy. All eligibility guidelines must be met to obtain the benefit.

Clergy who have a cumulative service of 10 or more years with the Diocese of East Carolina will receive full reimbursement as defined in the "Benefit Amount" section of this article. The benefit is decreased by 10% per year for each year of service less than 10 years.

BENEFIT AMOUNT

Each year the Clergy Salary Study Commission will review the maximum reimbursement allowance and will recommend to the Diocese what the allowance will be for the year.

Consideration in setting the amount of this benefit shall, without any obligation to offset it, be based upon what it would cost to purchase Medigap insurance with the group health insurance provided the Diocese is using at the time. In no event will the amount of reimbursement in a given instance be more than the lesser of the following: (1) the actual cost of the insurance, or (2) the maximum reimbursement benefit in effect at the time.

RECIPIENT'S RESPONSIBILITIES

While the recipient is responsible for securing his/her Medigap coverage with the provider he/she chooses and also for filing evidence of its having been paid (for reimbursement purposes), the amount of reimbursement will be determined in accordance with the preceding section ("Benefit Amount").

RECOMMENDATION FOR 1990

It is the recommendation of the Clergy Salary Study Commission that the maximum benefit amount for the current year be $500 per eligible person.

1/25/90

COURTESY RESOLUTION

Be it resolved, that the 107th Annual Convention of the Diocese of East Carolina expresses gratitude to the Rev. C. Phillip Craig, Rector of St. Mary's, Kinston, Mr. Bob Nielsen, Convention Committee Chairman, and to Mrs. Marguerite Whitfield and Mr. Nehemiah Parker, Co-Chairs from Holy Innocents and St. Augustine's.

We give thanks for the gifts of music and dance and the joy of liturgies. We are grateful to Mr. Sam Burke, Music Coordinator, Mrs. Antoinette Anglin, Organist, Mr. Jim Sims, Guitarist, the Convention Choir, and the Choir of St. Thomas, Ahoskie. We also express gratitude to the Rev. Joe Cooper and the Commission on Liturgy, to Mrs. Joanne Chapman, Diocesan Altar Guild Chair, and to Ella Greene Weyher, Martha Hardy and Lena Poitier, Altar Guild Chair and to the Altar Guilds of the host churches.

We thank, also, Mrs. Sarah Weeks, and the St. Mary's Episcopal Church Women for the gracious reception and refreshments, and to Mr. Jim Barden for coordinating the exhibits.

We are especially grateful and we give thanks for the presence of the four Bishops: to Bishop Hunley Elebash for his gift of joy and peace; to Bishop McDaniel for his powerful words; and to Bishop Misaeri Kauma for reminding us of the Breadth of our communion and the many opportunities for us to reach out.

Most especially, we are grateful to Bishop Sanders for his miraculous news which stirs up hope and for his horrendous news which stirs up our conscience.

Bishop Sanders, for sending us out to be the good news and to share the good news, we give thanks.

The Rev. Phillip R. Glick
Courtesy Committee

RESPONSE TO THE BISHOP'S ADDRESS

Bishop Sanders, in your address to the 107th Convention of the Diocese of East Carolina, you have presented to us in word and in sacrament, the struggle and challenge we all face when given the incredibly Good News of God's love in Christ Jesus. You tell us in words how we have been truly blessed with God's enabling presence to reach out and serve the world in His name in so many different areas - through new churches and missions, through programs which are effectively and increasingly meeting the needs of the homeless and hungry, the illiterate and the poor. You tell us in words that we have been given the challenges, and that we must assume responsible stewardship. This grace and your presentation remind us of the urgency to respond.

You tell us in sacrament, in the ordained person of Bishop, the struggle and challenge and joy of trying to make clear to all, the Good News of Christ and the responsibility that goes with that grace. You tell us in word and sacrament to be the Good News of Christ and to share it. We accept your challenge. We long to express His grace more clearly; therefore, we urge the Diocese to support this through the model you have proposed.

General Convention of 1988 told us that the main work of the church is stewardship and we know that stewardship is not only money, but faith as well as the faithful use of our entire life of grace. As we begin this decade of evangelism, we must do so prayerfully as those whom Christ has called to accountability and responsibility. The call to our Every Member Canvas is a challenging call to renewed vision and commitment to intentional stewardship of the Gospel.

Since stewardship and evangelization go hand in hand, we need to re-open our eyes to the indivisibility between the sharing of ourselves spiritually and the sharing of ourselves financially. Let us pray without ceasing that we will be clothed in God's word.

We are called by Jesus to be fruitful branches. To know him is to share him in prayer, in service, in serious stewardship. The Good News cannot just be heard; it must be lived. We are the Good News.

The response to your urgent plea must come from all our parishes. We must be caught up in a sense of joy, mission and purpose. That means increased giving for our parishes, for our Diocese, for the church in our communities, in East Carolina, in our nation and the World.

In issuing your plea to all of us to respond, you have equipped us with more than your eloquent theology of the meaning of our mission as Christians. You have given us practical tools. You implore us to use them. These include prayer across the Diocese, the EMC with 25% of the canvassers coming from the congregation, training, a Stewardship Workshop to be held on May 19th and finally the availability of Diocesan Staff as resources. Our response should be to accept the challenge and utilize these tools.

To address the decade of Evangelism we need to evangelize right in our own

church. Be it - Share it; we need to reach out and touch our Brothers and Sisters in Christ. We need to "seek and search those less fortunate than we. We must give the Christ to others. What a privilege! God has given us the privilege to share the life-changing power of the Risen Christ with one another, our diocese and our world.

Finally, this is a special year for us in the Diocese of East Carolina. Therefore, on behalf of this convention, I would like to address some special remarks to you, Bishop Sanders.

It has been 10 years since you were called by God and this diocese to be our Shepherd. We thank God for the vision that you have brought before us as His vessel. With the help of the Lord, you have been an exemplary role model to all of us. Instinctively, you see and understand all sides of every situation or question. You have been a true leader, for you have urged us to risk and dream with you to find solutions. You have not allowed us to become complacent, for the work of the Lord is never finished. It is touching to me personally to observe your ministry with the youth of this Diocese. There is no generation gap because you love them and accept them where they are. In turn, the young people love you as evidenced by the way they approach you. What other Bishop of the Episcopal Church wears a beaded anklet, a gift of love from one of our young people? Thank you, Bishop, for your support and guidance; we love you with all our hearts.

You are Good News for us and you remind us clearly of the Good News of Christ that we can be and, in fact, are, and we look forward to sharing that Good News with you in the future.

RESOLUTION ON ST. JAMES, SHALLOTTE

WHEREAS, the intention of the founding members of St. James, Shallotte was that the parish be known as St. James the Fisherman; and

WHEREAS, the Vestry of St. James has given unanimous approval to the official adoption of the name, St. James the Fisherman, for the parish; and

WHEREAS, there is universal support in the parish for the adoption of the name, St. James the Fisherman, for the parish,

NOW, THEREFORE, BE IT RESOLVED that St. James, Shallotte, shall henceforth be known as St. James the Fisherman.

Respectfully submitted,

The Rev. Richard W. Warner, Jr., Rector
Mr. John Tandy, Senior Warden

RESOLUTION FOR PROPOSED NEW PROJECTS

RESOLVED, that the Diocese support and fund a Shepherd Staff type program within the next several years in Hyde, Tyrrell and Washington Counties; and be it

FURTHER RESOLVED that the Diocese sponsor another CrossRoads Project within the Diocese at a site selected by the Bishop; and be it

FURTHER RESOLVED that the Diocese support the Episcopal Farmworkers Ministry by seeking to fund the balance needed to complete its daycare and community center project and be it

FURTHER RESOLVED that future projects be developed in:

(A) Job-Related Programs
(B) Pre-School Programs
(C) Cooperation with and through the Eastern North Carolina Poverty Committee; and be it

FURTHER RESOLVED that the Bishop request funding for these crucial projects from the funds managed by the Episcopal Foundation of the Diocese of East Carolina.

See Resolution of the Foundation dated February 2, 1989 attached.

Submitted by the Poverty Committee

Resolution
The Episcopal Foundation of the
Diocese of East Carolina, Incorporated

WHEREAS there exists within the Diocese of East Carolina areas that are economically deprived and in need of assistance above and beyond that afforded by county, state and federal agencies; and

WHEREAS the Diocese has a goal of becoming less dependent on income from the Foundation,

NOW THEREFORE BE IT RESOLVED that the Foundation endorse the concept of funding, in the future, projects within the Diocese that assist in alleviating poverty.

February 2, 1989

RESOLUTION HONORING THE 100th ANNIVERSARY OF THE
EPISCOPAL CHURCH OF BRASIL

WHEREAS in 1889, Lucien Lee Kinsolving and James Morris, arrived in Brasil being recent graduates of Virginia Theological Seminary, and as sponsored by the Episcopal Missionary Society, and

WHEREAS, these two pioneers of the Protestant Episcopal Church, U.S.A., were joined in 1891 by John Gaw Meem. William Cabell Brown and Deaconess Mary Packard, and

WHEREAS in 1907, the Episcopal Church of Brasil was accepted as a missionary district of the Episcopal Church, U.S.A., and remained as such until 1965, when it became an autonomous church, as the 19th Province of the Anglican Communion, and in 1983, became financially independent, and,

WHEREAS, today there are 65,000 baptized persons, distributed in 6 Dioceses, 66 parishes and 130 missions, with 8 Bishops, and 110 clergy, and

WHEREAS, this body of Christ, and member of the Anglican Communion, has declared that it will continue in teaching and leading the people of Brasil to Christ, while sharing in the renewal of its nation, as it begins its first year of an elected president after a generation of military leadership,

THEREFORE, BE IT RESOLVED THAT we who compose the Episcopal Diocese of East Carolina, join with our brothers and sisters in Christ, who compose the Episcopal Church of Brasil, in greetings and joy, and that we will offer our prayers and our affection to the work of Christ in that place.

Respectfully submitted,

The Rev. John A. Weatherly
Holy Trinity, Hampstead, and Vestry
by Action - Janury 4, 1990

EVANGELISM
RESOLUTION 1

WHEREAS the General Convention of 1988 established the decade of the 90's as a decade of Evangelism,

THEREFORE BE IT RESOLVED THAT we the Diocese of East Carolina in Convention 1990 do adopt the following statement:

> The Diocese of East Carolina does declare the decade of the 1990's as a decade of Evangelism and does embrace wholeheartedly the challenge inherent in proclaiming the Good News of Jesus Christ, with the intent of increasing membership in this branch of our Lord's church.

Respectfully submitted,

Commission on Evangelism and Renewal

EVANGELISM
RESOLUTION 2

WHEREAS the General Convention of 1988 established the decade of the 1990's as a decade of Evangelism and,

WHEREAS the Executive Council of the Diocese of East Carolina has already prioritized evangelism as one of its goals and,

WHEREAS the Commission on Evangelism and Renewal of the Diocese is committed to furthering that goal through the provision of assistance and direction and recommendation,

THEREFORE BE IT RESOLVED THAT each church in the Diocese of East Carolina establish an active, working Commission on Evangelism.

Respectfully submitted,

Commission on Evangelism and Renewal

EVANGELISM
RESOLUTION 3

WHEREAS the decade of the 90's has been proclaimed as a decade of Evangelism, and

WHEREAS the Diocese of East Carolina is committed to engage the challenge of a decade of Evangelism, and

WHEREAS the Commission on Evangelism and Renewal believes that our people here in East Carolina tend to strive best towards measurable and achievable goals in the accomplishment of larger and longer term goals,

THEREFORE BE IT RESOLVED THAT each church, whether parish or mission, in this Diocese adopt as a goal the achievement of 10% (numeral) growth by the end of 1992 through sharing the good news of Jesus Christ, and

BE IT FURTHER RESOLVED THAT the percentage growth realized be included in the yearly statistical summary of the Journal of the Diocese of East Carolina.

Respectfully submitted,

Commission on Evangelism and Renewal

RESOLUTION FOR THE EPISCOPAL
DIOCESE OF EAST CAROLINA
CONCERNING THE
ORGANIZATION OF THOMPSON CHILDREN'S HOME, INC.

WITNESSITH

WHEREAS the General Assembly of the State of North Carolina chartered The Thompson Orphanage and Training Institution March 7, 1887 and the institution has flourished since that date; and

WHEREAS the Charter of the institution provided that the bylaws should prescribe the manner in which the trustees of Thompson should be elected; and

WHEREAS the Board of Thompson at its meeting on May 26, 1989 unanimously adopted new bylaws establishing a Board of Trustees consisting of the Bishops of the three dioceses of North Carolina, the trustees elected by each diocese and the trustee elected by the Board of Trustees; and

WHEREAS the Trustees of Thompson have requested that each diocese ratify and affirm the adopted bylaws in recognition of the close significant and long standing relationship between Thompson and the Episcopal CHurch;

NOW THEREFORE IT IS

RESOLVED THAT this diocese does hereby ratify and affirm these certain bylaws of Thompson Home, Inc. adopted May 26, 1989, and it is

FURTHER RESOLVED THAT this diocese reaffirm its commitment to Thompson and its programs

Adopted this 10th day of February, 1990 at its Annual

Convention by the Diocese of East Carolina

RESOLUTION ON THE DIOCESAN RESOURCE CENTER

WHEREAS Anne Henrich gave unselfishly of her time, talent and treasure to the development and operation of the Diocesan Resource Center from the date of its inception through 1989; and

WHEREAS the Department of Christian Education of the diocese has endorsed the naming of the diocesan resource center, The Anne Henrich Resource Center;

NOW THEREFORE BE IT RESOLVED that the diocesan resource center be known as "The Anne Henrich Resource Center" and that a copy of this resolution be sent to Mrs. Anne Henrich.

Respectfully submitted,

The Rev. Richard W. Warner, Jr.
Chair, Department of Christian Education

RESOLUTION ON RED CROSS AND BLOOD COLLECTION SERVICES

WHEREAS the American Red Cross and other Blood Collection Services often announce critical blood shortages and,

WHEREAS many patients must postpone surgery because of these shortages and,

WHEREAS blood donation poses no health risk to donors and,

WHEREAS blood donation is indeed one example of stewardship,

THEREFORE BE IT RESOLVED that this Convention encourage each eligible Episcopalian in the Diocese of East Carolina to donate blood regularly.

Respectfully submitted,

David E. Webb, Delegate
St. Paul's, Greenville

RESOLUTION ON A NORTH CAROLINA STATE LOTTERY

WHEREAS, Governor Martin is quoted as saying "A lottery would be a tax on the weak, on those who can't resist the compulsion to gamble," and "It only produces revenue to the extent that you deceive people into thinking they can win"; and

WHEREAS, the States of California and Florida established lotteries with revenues slated for education, and found that, in time, money from the lottery replaced the state's support, so that education funding was actually worse than before the lottery; and

WHEREAS, the State of North Carolina should not be in the gambling business since North Carolina should fund its education and social programs in a fair progressive taxing system that places the major responsibility for tax payment on those with higher disposable incomes; and

WHEREAS, State Senator Donald Kincaid (R - Caldwell) says "A lottery is an articial form of revenue (where) you're preying on desperation," and State Senator Franklin Block (D - New Hanover) argues that the state should set a better example for its citizens than by endorsing a lottery; and

WHEREAS, gambling can become addictive, compulsive, and destructive; and

WHEREAS, New Jersey and especially Atlantic City, find themselves funding programs to counsel the addictive gambler; and

WHEREAS, on September 11, 1989, the Department of Christian Social Ministries, Episcopal Diocese of East Carolina, unanimously voted to oppose a state lottery in North Carolina;

NOW THEREFORE BE IT RESOLVED, that this One Hundred and Seventh Convention of the Episcopal Diocese of East Carolina oppose the establishment of a North Carolina state lottery and distribute this resolution to the Governor, Lt. Governor, President of the North Carolina Senate, Speaker of the North Carolina House of Representatives, State Senator Kenneth C. Royall, Chair of the Senate Appropriations Committee, and to all other state legislators in Eastern Carolina.

Respectfully submitted on behalf of the Department of Christian Social Ministries,

The Rev. Robert Beasley, Chair

STEWARDSHIP RESOLUTION

WHEREAS, the General Convention of the Episcopal Church in 1979 determined that "Stewardship is the main work of the church" and reaffirmed that determination in 1988, and

WHEREAS, the Commission on Stewardship of this Diocese believes that this work of stewardship is a work that calls us to be sensitive and responsive to the whole of our environment and

WHEREAS, the every day behavior and practices of the church in using non-biodegradable drinking and eating utensils and materials pollutes our environment and threatens both animal and sea life, and

WHEREAS, the destruction of our maritime forests threatens the ecological balance of our fragile coastal region, and

WHEREAS, maintaining the purity of our streams, rivers and sounds impacts the equality of life for us all,

THEREFORE BE IT RESOLVED THAT:

This Diocese and all its parishes, missions and church related organizations encourage a sensitivity to the environment by adopting the use of biodegradable or reusable drinking and eating utensils and materials; and insofar as it is possible, to use biodegradable or reusable products in the support and conduct of all parish life, and

BE IT FURTHER RESOLVED THAT this Diocese, its parishes, missions and organizations, through whatever avenues open to them, encourage the preservation of our maritime forests and animal habitats, and

BE IT FURTHER RESOLVED THAT this Diocese, its parishes, missions and organizations promote measures that will ensure the purity of our East Carolina water resources.

Respectfully submitted,

J. Clarence Leary, Jr.

NOTE: Underlined portions denote the wording of amendments added after Convention, the general content of which was approved during floor discussion of the original resolution.

RESOLUTION ON THE ACTION OF THE
BISHOP AND DIOCESE OF NEWARK

Whereas, the General Convention of the Episcopal Church resolved in 1979, and left intact in 1988 the following which represents the mind of the Church:

"We reaffirm the traditional teaching of the Church on marriage, marital fidelity and sexual chastity as the standard of Christian sexual morality. Candidates for ordination are expected to conform to this standard. Therefore, we believe it is not appropriate for this Church to ordain a practicing homosexual, or any person who is engaged in heterosexual relations outside of marriage," and

Whereas, The Bishop of Newark, with the approval of the Standing Committee of the Diocese of Newark, has in December 1989 ordained an avowed, practicing homosexual, and

Whereas, in this ordination the Bishop and Diocese have departed from the spirit and the specific language of the 1979 General Convention resolution,

Be it resolved, that this 107th Annual Convention of the Diocese of East Carolina expresses its concern over the action of the Bishop and Diocese of Newark in light of the General Convention's current stand.

Respectfully submitted,

The Rev. William Bradbury
St. Peter's, Washington

RECOMMENDATION ON ABORTION
(adopted by the 1987 Diocesan Convention)

1. Conception is the beginning of a new human life and is a gift of the power of God's love for His people and thereby sacred and should not and must not be undertaken unadvisedly or lightly but in the full accordance of the understanding for which this power to conceive and give birth is bestowed by God.

2. Such understanding includes the responsibility for Christians to practice responsible birth control which does not include abortion.

3. Abortion is not a Christian solution to problem pregnancy. There arise situations in which abortion may be the lesser of two evils but these are infrequent.

4. In those cases where it is firmly and deeply believed by the person or persons concerned that pregnancy should be terminated, members of this Church are urged to seek the advice and council of a priest of this Church.

5. Because we recognize that many persons are faced with the burden of guilt concerning a decision to have an abortion, we urge parishes to assist these persons in finding God's healing and forgiveness through the sacrament of the Reconciliation of a Penitent, Book of Common Prayer, page 447.

6. Whenever members of this Church are consulted with regard to proposed abortion they are to explore with the person or persons seeking advice and counsel other preferable courses of action such as a parent raising the child, another family member raising the child, or making the child available for adoption.

7. We call upon the Church to reach out with compassion and offer emotional and material support to women who choose alternatives to abortion.

8. We urge all parishes to be active and visible in their witness for the sacredness of human sexuality and the sanctity of human life.

9. The Episcopal Church expresses its opposition to legislation, national or state, designed to prohibit medically safe abortions. At the same time, we urge with deep conviction the need for regulations to assure balanced information regarding possible consequences of, and alternatives to, abortion.

DIOCESAN CANONICAL CHANGES

CANONICAL 13. SECTION 2.

I. The Commission shall perform the duties and functions and functions prescribed in Title III, Canon 1 of the General Church Canons, shall conduct and evaluate the examination of persons for Holy Orders, in supporting the development, training, utilization and affirmation of the ministry of the laity and the world, and shall perform such other duties as may be assigned to it by the Bishop.

This change is necessary so as to affirm the reasoning behind the General Canon changes, that is, to reaffirm lay ministry as well as clerical.

CANON 29.
THE DUTIES OF RECTOR OR MINISTER IN CHARGE

II. Section 1. It shall be the duty of the Rector or Minister of every Parish or Congregation, learning of the removal of the communicant of his Parish or Congregation to another Cure, without having secured a letter of transfer as provided for by General Church Canons Title I, Canon 17, Section 4, paragraph (a), with the consent of said communicant, to transfer him to the Cure to which he has removed.

To correct an erroneous reference to the General Church Canons.

EXECUTIVE COUNCIL OVERNIGHT
MARCH 30 - 31, 1989
REVIEW

The Executive Council of the Diocese of East Carolina met for an overnight retreat at Trinity Center on March 30-31, 1989. Bishop Sanders began the meeting by explaining the purpose of Executive Council and orienting the new members of the council elected at the Diocesan Convention in February.

Bishop Sanders informed the council of the recent visit by the Rt. Rev. Furman C. Stough of the Presiding Bishop's Fund for World Relief. Bishop Stough visited Belhaven and Shepherd's Staff, Bath and Hyde County. The purpose of his visit was to be of assistance to the leaders of Hyde County in the area of poverty as well as to be informed with what is happening in the Diocese of East Carolina. Bishop Stough stated that Shepherd's Staff was the best program he had seen to help poverty at the rural level.

Jane Wynne reviewed the budget line item by line item in order to help explain the budget to the new members. Afterwards, these items were suggested:

1. Take the extra money from Pledges Prior Year and give to the Clergy Conference line item. (The budgeted item is never enough to cover the 2 conferences a year. The balance is always taken from the Bishop's Discretionary Fund.)
2. Break out Youth and EFM from Christian Education line item.

The council then listened to presentations by diocesan leaders about the progress of the six goals adopted by the council at the overnight in August, 1987. Mr. Clarence Leary discussed the Stewardship Goal. Mr. Leary stated that the Stewardship Commission is moving along well with its goal. Mr. Glenn Richards is on board as the Stewardship Development Officer. The commission is appointing a "Contact Person" for each parish and is training consultants to work with parishes. Mr. Leary did say that the diocese needs a mission statement. It was agreed that he would do some preliminary work on a statement and bring it before the council later.

The Rev. David Chamberlain discussed the Evangelism Goal. The Evangelism Commission has added "Renewal" to its title. Evangelism: for people who have not heard the message of Jesus Christ. Renewal: for people who have heard the message. The commission is in the process of rewriting its goal. They will present the new goal to the Bishop. The commission has decided to go with the Springfield model of Evangelism again. They will be choosing 5 new parishes at their next meeting. Having these 5 parishes on board with the program is the goal for 1989. In 1990, it is hoped to have 5 more parishes in the program. Also, the Presiding Bishop has designated the 1990's as the decade of evangelism.

Before adjourning for the evening, Bishop Sanders stated that he had contacted the Rev. Ted McEachern about a diocesan study, including the organization of the diocese and the diocesan office.

On Friday morning, the Rev. A.C. Marble began by talking about the Congregational Development Goal. The Department of Mission is overseeing this goal. So far, 41 congregations have taken part in the area studies, with the Central Area in the middle of their study. These studies will be completed during 1990, not 1989. The Department of Mission is scheduling a conference in November for vestries of small congregations and a Small Church Conference is scheduled for June at Trinity Center co-sponsored by the dioceses of the Carolinas and Virginia. The Consultants Network is reorganized and while only one person is currently in consultant training , there are plans for future training events to broaden the assistance to parishes. The Commission on Ministry has tabled Canon #9 priests for the time being. Holy Trinity, Hampstead and St. James, Shallotte are two congregations receiving support for full time priests. There are several other areas in need of establishing new congregations, and the need for capital funds is urgent. It is hoped that a captial funds drive in 1990 or 1991 will provide needed financial support.

Bishop Sanders then brought up the subject of the Bishop Darst Memorial Fund which has received a gift of $63,000. Mr. Leary moved that up to $20,000 be put aside for Christ Church, Hope Mills. (Christ Church, Hope Mills has been given some property adjacent to the church. But, the condemned building must be removed. Then, they can use the property for parking. Also, when the congregation moves later to a larger site, the parking lot will increase the value of the land.) The Rev. Mid Wootten talked of our goal of servant ministry and Mr. Robert Swindell spoke of 50/50 giving. The remainder of the money will be set aside to fund future projects such as the day care building for migrant children in Newton Grove.

Mr. Ted Gartman spoke to the council regarding the goal for Leadership Development. He said that the Consultants Network felt the goal of an annual leadership institute would not meet the need for leadership training. He offered instead to work on a restatement of the goal offering leadership training in areas of the diocese and possibly at the local parish level. He also said that many opportunities are currently being offered by various diocesan program groups like Youth, ECW, Christian Education and Stewardship. A revised goal statement will be worked on and submitted back to Executive Council.

The Rev. Robert Beasley reported on the goal for Servant Ministry. The Christian Social Ministry Committee has taken on this goal and is in the midst of rewriting it. As the new chairman, the Rev. Mr. Beasley shared with the council the goals that the commission had recently worked on. The Rev. Richard Warner said that the Christian Education Committee has picked up part of the original goal concerning gift identification. Bishop Sanders asked that the Revs. Warner and Beasley meet and either accept the original goal or revise it by the next meeting.

Mrs. Sheila Walker discussed the goal for Strengthening Black Ministries. All eight of the black congregations in the diocese are holding together at this point. The Coalition of Black Episcopalians does want a black person on the diocesan staff, not for black ministries, but as a resource person who would have among his or her duties, racism, developing new integrated churches and strengthening existing black churches. Mrs. Walker spoke of the issue of racism and how it is not a "one way street". Attitudes of blacks and whites must be addressed. There is a need for a day long conference on Racism that will take place in the churches, not at Trinity Center, which is seen as neutral territory. Another need is a native, American black as a priest in the diocese.

The next agenda item was to discuss the guidelines for Creative Christian Stewardship Grants. One concern was how many times an organization could apply for grants. The Rev. Richard Warner moved that the money used for Creative Christian Stewardship Grants be used primarily to fund new programs and/or a new facet(s) of an existing program. This would be added as #10 to the existing guidelines. This would not exclude an organization from coming before the committee more than once.

There was an addition to the Stewardship Statement for the council. It was decided to discuss and possibly amend the statement at the next meeting.

It was decided that there was not enough time to finish all the agenda items, so a meeting was called for April 21st to discuss a stewardship statement, a mission statement, the capital funds drive, a companion diocese, servant leadership goal and respond to the 1989 Convention.

EXECUTIVE COUNCIL MINUTES
FRIDAY, APRIL 21, 1989
DIOCESAN HOUSE, KINSTON

The Executive Council of the Diocese of East Carolina met on Friday, April 21, 1989, at 9:30 a.m. at the Diocesan House in Kinston. The following were present: The Rt. Rev. B. Sidney Sanders, The Rev. A. C. Marble, Jr., Mrs. Helen Cliborne, The Rev. Mid Wootten, Mr. Charles Horne, Mr. Robert Swindell, Mrs. Nancy Broadwell, The Rev. Chris Mason, Mr. Larry Overton, Mr. Robert Van Veld, The Rev. Don Porcher, The Rev. Richard Warner, Jr., The Rev. Gary Fulton, Mr. Clarence Leary, Mrs. Mercedes Newsome, Mr. Don Hickman, Mrs. Billie Craft, The Rev. David Chamberlain. Also present: Mr. Glenn Richards, Jane Wynne, and Lynn Brown.

Coffee and doughnuts were served at 9:30 a.m.

There was a Celebration of the Holy Eucharist at 10:00 a.m.

The minutes of the previous meeting were accepted as submitted.

The treasurer's report was presented by Jane Wynne and it was approved as submitted.

Mr. Clarence Leary, Chairman of the Stewardship Committee, asked the Executive Council to refer to the Stewardship Statement located in their packets. Several revisions were made. (See attached) The Stewardship Statement was adopted. Mr. Leary requested that the Bishop have a copy of this statement mailed to all clergy.

Mr. Leary had volunteered to write a Mission statement for the diocese, but it was decided that this will be an agenda item at the overnight in August at Trinity Center. The Rev. Ron Reed from the National Church, has offered to come and help prepare a Mission statement. Several pointers Mr. Leary received from the National Church concerning the statement were: 1) statement should be short enough for everyone to memorize and 2) clear enough for a 10 year old to understand. Mr. Robert Van Veld moved that The Rev. Ron Reed from the National Church attend the overnight at Trinity Center to help the council prepare a Mission statement. All were in favor of the motion.

The Rev. Chris Mason asked that a memo be mailed to committee chairpersons inviting them to the overnight and share their input in a Mission statement. All were in favor.

Bishop Sanders reminded the Executive Council to have someone represent their parish at the Bishop's Conference on Stewardship at Trinity Center on May 5 and 6.

Bishop Sanders distributed a handout concerning a potential Companion Diocese. The Executive Council discussed in detail whether to pursue a companion diocese. Bishop Sanders suggested that he contact the National Church and gather information on some of the dioceses listed on the handout. This information will be discussed at the overnight when

the mission of the diocese will be worked on.

A capital funds drive is needed to provide funds for Mission Development in Hampstead, Shallotte, the Outer Banks, and Hope Mills. Additions are needed at Trinity Center and the Diocesan House. Also, Mission Outreach should be a part of the funds drive. Mr. Glenn Richards will help with information for the August overnight.

Mrs. Nancy Broadwell, President of the Episcopal Church Women, and Mrs. Billie Craft attended the annual ECW meeting in the Diocese of North Carolina and reported on the activities of the 2-day conference. It was noted that membership was needed for the diocesan Land Stewardship Committee. Mrs. Craft expressed an interest in serving. Mr. Van Veld suggested that the parishes be asked for suggestions.

The Rev. Richard Warner, Jr., announced that a conference on Christian Education will be held June 21-24, 1989. The keynoter is The Rev. Howard Hanchey and will emphasize aids for Sunday School teachers. Also, a Leadership Training Workshop consisting of Stewardship, Evangelism, and Christian Social Ministries will be held at Brown Summit October 27 and 28. There is still some confusion on the Servant Leadership Goal. The Christian Education Committee and Christian Social Ministries are still working on it.

The Episcopal Church Women meet May 20 in Goldsboro at St. Stephen's Church for their Annual ECW Conference.

Mr. Robert Van Veld, Chairman of the Convention Committee, informed the Executive Council that the Diocesan Convention will be held February 8, 9, and 10 at Lenoir Community College in Kinston.

The Lilly Endowment Grant was discussed. A copy of the rough draft that The Rev. Judson Mayfield had written was passed out. The Rev. Mr. Mayfield has requested funds for a staff position to coordinate housing development in Beaufort and Hyde Counties. This would involve a $10,000 cost to the diocese. The Council suggested that there be 4 members at large from the diocese on the board.

There being no further business, the meeting was adjourned.

The next meeting: May 26, 1989 - 9:30 a.m. - Diocesan House
Overnight - August 24-25 - Trinity Center

EXECUTIVE COUNCIL MINUTES
FRIDAY, MAY 26, 1989
DIOCESAN HOUSE, KINSTON

The Ezecutive Council of the Diocese of East Carolina met on Friday, May 26, 1989, at 9:30 a.m. at the Diocesan House in Kinston. The following were present: The Rt. Rev. B. Sidney Sanders, The Rev. A. C. Marble, Jr., The Rev. Mid Wootten, The Rev. David Chamberlain, Mr. Robert Van Veld, The Rev. Phil Craig, The Rev. Lucy Talbott, Mr. Charles Horne, Mrs. Alice Cliborne, Mr. Larry Overton, Mrs. Billie Craft, Mr. Clarence Leary, and The Rev. Don Porcher. Also present: Mr. John Carter, Mr. Glenn Richards, Jane Wynne, and Lynn Brown.

Coffee and doughnuts were served at 9:30 a.m.

There was a Celebration of the Holy Eucharist at 10:00 a.m.

The minutes of the previous meeting were approved as submitted.

The treasurer's report was presented by Jane Wynne and it was approved as submitted.

Mr. John Carter, Chairman of Creative Christian Stewardship Grants, reviewed the grants with the Executive Council and answered questions. The Rev. Mid Wootten raised a concern of providing $4,000 for the Video Committee from the Creative Christian Stewardship Grants instead of from the Communications budget. It was noted by Mr. Leary that funds were not available in January when the budget was being prepared. After discussion, the Executive Council approved the Creative Christian Stewardship Grants.

Mr. Clarence Leary moved to endorse the Creative Christian Stewardship Committee's recommendation of taking Stewardship Development Office funds from Foundation principle, not interest. This was passed.

Mr. Robert VanVeld, Chairman of the Convention Committee announced the 1990 Convention will be held February 8, 9, and 10 in Kinston at Lenoir Community College. Bishop McDaniel, Lutheran Bishop of the Synod of North Carolina has accepted an invitation to preach Friday morning at the early service and lead out Noon Day Prayers.

The Rev. Joe Cooper, Rector of Church of the Servant in Wilmington, and lay people presented information stating the need of expansion for Church of the Servant. A request of $15,000-$20,000 is needed for feasibility studies and architectural fees. The Executive Council requested Bishop Sanders renegotiate with The Rev. Mr. Cooper and his committee and suggested they hire an architect by the hour to answer any questions. The Executive Council recommended other churches that needed similar help to meet with the Department of Mission for their leadership.

Bishop Sanders distributed a sale proposal from the United Methodist Church in Fayetteville, which is occupying what was St. Mark's, Fayetteville. After much discussion, the proposal was rejected and the

Executive Council moved to place the property on Yadkin Road on the market for sale.

Bishop Sanders informed the Executive Council of a gift of land to Christ, Hope Mills. The land contains a condemned building. This building needs to be torn down and paved for a parking lot for Christ Church. The Rev. Phil Craig moved that funds up to $20,000 be expended from the Darst Fund to remove the building and pave the parking lot at Christ, Hope Mills. All were in favor.

Mr. Clarence Leary moved that monies in the Black Ministries budget be transferred to a CD so this money could draw some interest. Hopefully, this money can earn some interest to help fund a position of Black Ministries in 1990 since that position will not be filled in 1989.

Bishop Sanders announced there are 550 youth enrolled in camp which is 150 more than last year.

The Rev. David Chamberlain, Chairman of the Evangelism Commission, informed Executive Council that by 1991, 15 parishes will be involved with the Pilot Project. On May 9, the committee invited 15 parishes to their meeting; 11 parishes sent representatives. A decision will be made mid year on which 5 parishes will participate.

Mr. Clarence Leary, Chairman of the Stewardship Committee, reported on the Bishop's Conference on Stewardship. Only 27 churches were represented with a total of 75 participants. There are now 12 trained stewardship consultants for the fall to work with parishes. Clarence Leary moved that the Budget Committee of the diocese move towards 50/50 giving by increasing its outside giving by 2% each year. The Executive Council agreed unanimously.

The Rev. A. C. Marble, Jr., announced the Central Area began their consultation several weeks ago. There are 10 parishes participating, with a high level of commitment.

Mr. Glenn Richards spoke of a tentative timetable for the Capital Funds Drive. It was decided that Mr. Richards acquire quotes and availability of consultants for a Feasibility Study and report to the Executive Council in August.

Bishop Sanders announced that The Rev. Phil Glick accepted a call to St. Thomas, Ahoskie; The Rev. Richard Warner accepted a call to St. James, Shallotte; The Rev. John Weatherly accepted a call at Holy Trinity, Hampstead; and The Rev. Ivan Sears has moved to Jackson, MS.

The next meeting will be an overnight at Trinity Center on August 24 and 25. There being no further business, the meeting was adjourned.

EXECUTIVE COUNCIL MINUTES
FRIDAY, OCTOBER 27, 1989
DIOCESAN HOUSE, KINSTON

The Executive Council of the Diocese of East Carolina met on Friday, October 27, 1989, at 9:30am at the Diocesan House in Kinston. The following were present: The Rt. Rev. B. Sidney Sanders, The Rev. A. C. Marble, Jr., The Rev. Chris Mason, Mrs. Nancy Broadwell, Mrs. Helen Cliborne, Mr. Larry Overton, Mr. Charles Horne, Mr. Billie Craft, The Rev. Phil Craig, Mr. Clarence Leary, Mr. Robert VanVeld, The Rev. Don Porcher, Mrs. Alice Lynch, The Rev. Lucy Talbott, Mrs. Mercedes Newsome, Mr. Bob Swindell, The Rev. Mid Wootten, Mr. Don Hickman, The Rev. David Chamberlain, and The Rev. Gary Fulton. Also present: Mr. Glenn Richards, Miss Jane Wynne and Mrs. Lynn Brown.

Coffee and doughnuts were served at 9:30am

There was a Celebration of the Holy Eucharist at 10:00am.

Bishop Sanders announced the deaths of Bishops Tom Fraser and John Walker. The Council members remembered them with a moment of silent prayer.

The minutes of the previous meeting were approved as submitted. Also, the minutes from the Overnight in August were requested.

The treasurer's report was presented by Miss Jane Wynne and it was approved. Bishop Sanders informed the Executive Council that Trinity Center is projecting a deficit of $75,000 this year. This is due to "no-shows and cancellations" and lack of marketing of the facility. They have been able to manage with the deficit so far because the diocese has been paying Trinity's payroll taxes.

The Rev. Lucy Talbott, along with the Rev. David Chamberlain and Mrs. Nancy Broadwell, presented a draft copy of the Mission Statement for the diocese. After much discussion, the Council agreed to continue to work on the statement and hopefully finish the revisions at the December 8th meeting.

The new Leadership Development Goal was passed out and discussed. Mr. Charles Horne moved the acceptance of the revised goal. This was seconded and passed.

Mrs. Dill Lynch and Mrs. Billie Craft reported on some of the area Episcopal Church Women District meetings. So far, Oriental, Greenville and Wilmington have had good participation.

The Rev. Chris Mason, Chairman of the Youth Committee, informed the Council that Happening #14 was a great success along with the annual Diocesan Youth Event. Mrs. Cookie Cantwell has been a great help since she has undertaken the position of Lay Spiritual Director of Happening. The Rev. Mr. Mason stated that the Youth Program is outgrowing its funding and personnel and will be asking for increased funding in the coming year.

Mr. Glenn Richards, Stewardship Development Officer for the diocese, discussed three potential fund raising companies with the Council. A committee appointed by the Bishop had interviewed all three and recommended Holliman and Associates. Holliman and Associates' total project fee is estimated to be $153,000. The feasibility study is estimated to be $9,000.

Bishop Sanders listed needs of the diocese: 1) Finish and expand Trinity Center. 2) Expand Diocesan House. 3) Capital Funds for Church Buildings. 4) Land Acquisition. 5) 50/50 Giving. 6) Capital Needs for Existing Churches. 7) Scholarships for Trinity Center. 8) Companion Diocese.

Bishop Sanders asked the following questions:
1) Do we commit to a feasibility study?
2) How do we fund the feasibility study, if decided?
3) 50/50 Giving

The Rev. Phil Craig moved that the diocese undertake a feasibility study. It was seconded and passed. The Rev. David Chamberlain moved that the funding of the feasibility study be provided by the Department of Mission (approximately $4,500) and the Creative Christian Stewardship grants (approximately $4,500). This was seconded and passed.

Mr. Clarence Leary moved that the Executive Council retain Holliman and Associates for the feasibility study. All were in favor.

The Council then discussed the percentage of funds raised that should be designated for outside giving. After much discussion, Mr. Clarence Leary moved that a minimum of the tithe of capital funds be given outside of the diocese. This was seconded and passed.

Mr. Clarence Leary reported 650 people attended the Area Stewardship meetings and they were a great success. The Stewardship Committee will be meeting in November to determine their plans for next year. Mr. Leary also directed the Council's attention to the Stewardship article in Cross Current.

The Rev. David Chamberlain, Chairman of Evangelism and Renewal, announced the committee had invited 5 new parishes for the Pilot Project and they have accepted. They are: Christ Church, New Bern; Holy Trinity, Fayetteville; St. Andrew's, Nags Head; St. Anne's, Jacksonville; and St. James, Shallotte. The Pilot Project Overnight was held at Trinity Center and the Rev. David Chamberlain extended his thanks to Mrs. Ginny Shew and the Rev. Ed Dunlap for their leadership. The committee is on schedule for inviting another 5 parishes next year. The Evangelism Committee decided not to have the service with Bishop Wood of Australia to be the kick-off for the Decade of Evangelism. Instead, Convention will be the official kick-off.

Bishop Sanders reviewed the situation of the property gift to Christ, Hope Mills. The former owner has asked that the diocese pay pro-rated taxes on the property of $1,162.00. Bishop Sanders informed the Council that $756.40 is left over from the $25,000 Darst grant used to pave the parking lot. The Rev. Phil Craig moved that an additional $395.95 be

taken from the Darst money to pay taxes of the property given to Christ, Hope Mills.

The Rev. A. C. Marble, Jr. updated the Executive Council on the churches participating in the Southern Area Study. They are: St. Paul's, Clinton; Grace, Whiteville; St. Christopher's, Elizabethtown; and Trinity, Lumberton. Next on the agenda is the Northern Central Area, with 12 parishes, scheduled for Fall 1990. It is hoped that all areas will be completed by 1991.

Mr. Robert Van Veld, Chairman of the Convention Committee, announced that Convention plans were coming along well. The theme for the 1990 Convention is "The Good News! Be It! Share It!". The opening service will be held at St. Mary's, Kinston. Legislative session will be at Lenoir Community College and the hotel headquarters are at the Sheraton.

The Bishop of the Northern Territory of Australia, Clyde M. Wood, will be in the diocese on November 8th for a Clergy Conference and a Diocesan-wide service at Christ, New Bern.

Bishop Sanders made the following announcements:

The Rev. Ken Townsend has resigned from St. Paul's, Vanceboro and St. John's-St. Mark's, Grifton.

The Rev. Robert Alves accepted a call from St. John's, Fayetteville as an assistant.

The Rev. Jeff Douglas accepted a call from St. Mary's, Kinston as an assistant.

The Rev. Susan Hrostowski accepted a call from Holy Trinity, Fayetteville as an assistant.

The Rev. John Weatherly accepted a call from Holy Trinity, Hampstead. His wife, Beverly, is also a priest and will perform some supply work in the future.

The Rev. William Dornemann accepted a call from St. John's, Wilmington.

The Rev. Matthew Stockard accepted a call from St. Paul's, Beaufort.

The Rev. Bonnie Clarke of Goldsboro is supplying at St. Augustine's, Kinston.

There being no further business, the meeting was adjourned.

The next meeting of the Executive Council is December 8, 1989 at 9:30am at the Diocesan House.

Executive Council Minutes
December 8, 1989

The Executive Council of the Diocese of East Carolina met on Friday, December 8, 1989 at 9:30 am at the Diocesan House in Kinston. The following were present: The Rt. Rev. B. Sidney Sanders, The Rev. A. C. Marble, Jr., Mrs. Nancy Broadwell, The Rev. Phillip Craig, Mrs. Harriette Wagner, Mr. Wallace Weeks, Mrs. Alice Lynch, The Rev. Chris Mason, Mrs. Billie Craft, Mr. Robert VanVeld, The Rev. Middleton Wootten, Mrs. Mercedes Newsome, The Rev. David Chamberlain, The Rev. Richard Warner, Mrs. Helen Cliborne, The Rev. Weldon Porcher, The Rev. Gary Fulton, The Rev. Julian Cave, Mr. Robert Swindell and Mr. Clarence Leary. Also present were: Mr. Glenn Richards, Mr. John Carter, Jane Wynne and Lynn Brown.

Coffee and doughnuts were served at 9:30 a.m.

There was a Celebration of the Holy Eucharist at 10:00 a.m.

Mrs. Billie Craft called attention to a typographical error in the minutes. Mr. Billie Craft should be corrected as Mrs. Billie Craft. The minutes were then approved.

The treasurer's report was presented by Mr. Wallace Weeks and it was approved.

Mr. John Carter, Chairman of the Creative Christian Stewardship Committee explained in detail the requests. After discussion and questions, the grants were unanimously adopted.

Bishop Sanders announced a request of $800 from the Arts Committee for plantings in the courtyard of the Diocesan House. All were in favor. This money will be taken out of escrow funds designated for the maintenance of the Diocesan House.

Bishop Sanders informed the Executive Council of a $50,000 - $75,000 deficit at Trinity Center. Trinity Center borrowed $50,000 from the diocese to pay payroll taxes and will need help with cash flow at the beginning of the year. Mr. Clarence Leary moved that the Board of Managers authorize the Trustees of the Diocese to borrow up to $100,000 for Trinity Cetner for repayment of the diocesan loan and cash flow. This was seconded and passed.

Mr. Robert Swindell expressed some concerns on the up-keep of Trinity Center. Mr. Leary stated that the would take the concerns to the Board of Managers.

Mr. Clarence Leary moved that money left in the Diocesan House Maintenance and Black Ministries accounts be placed in Certificates of Deposit for further use. This was seconded and passed.

Bishop Sanders reported on the Poverty Committee. The committee has decided that the diocese should concentrate on replicating the programs that are already existing profitably in the diocese. Shepherd's Staff,

Crossroads, and Migrant Ministry. Also, Bishop Sanders updated the council on the situation with The Rev. Judson Mayfield. The Rev. Mr. Cayfield will be receiving a grant to help him move into work with poverty, housing, and elderly. Also, the $5,000 grant from Creative Christian Stewardship will assist him. An additional $5,000 will be requested from the diocesan budget. With the increased work in poverty, The Rev. Mr. Mayfield will no longer serve Zion, Washington; he will retain St. Paul's, Washington and St. Mary's, Belhaven.

Bishop Sanders announced that Mr. Jack Dunn, founder of Crossroads in Wilmington, is also hoping to work for the organization full time.

Bishop Sanders is still in conversation with The Rev. Tony Campbell. The Rev. Mr. Campbell should know by March, 1990 if he is able to join the diocesan staff.

Mrs. Nancy Broadwell announced that United Thank Offering grants should be completed and postmarked by January 31, 1990. The diocese is allowed to submit two grants.

Mr. Glenn Richards, Stewardship Development Officer, made a request for Mr. Rick Willetts, President of the Foundation, that the President of the Foundation sit in on all Executive Council meetings. Mr. Richards stated that Holliman and Associates would start interviews today regarding the feasibility study for the capital funds drive.

The Rev. David Chamberlain, Chairman of the Evangelism Commission, asked Executive Council to give input to the revised Evangelism goal. The Bishop and the Council recommended that the goal state: "To grow a minimum of 10% in every parish by the end of 1992."

The Rev. A. C. Marble, Jr. reported on Congregational Development. The Department of Mission has modified some dates for the upcoming Area Studies. They have increased the length of time it takes to complete the process. Those churches in the northern area of the diocese, who had not participated earlier, are now beginning their consultations.

Bishop Sanders introduced Glenn and Barbara Holliman to Executive Council. At least 60 people over the diocese will be interviewed within the next 3 weeks for the feasibility study. Mr. and Mrs. Holliman will return in early February to report on their data.

Mr. Clarence Leary, Chairman of the Stewardship Committee, announced that a Conference for Sr. and Jr. Wardens at Trinity Center will be held March 16-17. The Stewardship Committee has decided that there will be no Fall visits. They plan to visit in the Spring only to tell the diocesan story, not to ask for money. The fall visits will begin again next year. In May, a Stewardship Effectiveness Training Session will be held at Trinity Center. Mr. Leary also reported that all parishes are being asked to increase their percentage of giving to the diocese by 2%.

The Rev. A. C. Marble, Jr. reported for the Clergy Salary Study Committee. The committee recommended a minimum of a 4.5% increase in minimum clergy salaries to reflect the cost of living increase. The Rev. Mr. Marble also stated that the committee recommended that the Medigap

coverage reimbursement to retirees increase from $400 to $500 per year to reflect rate changes. The committee also recommends that parishes share 1/2 of social security of clergy. The Rev. Phil Craig moved that for budgetary and planning purposes, a 4.5% increase be established for clergy minimums. This was seconded and passed. The Rev. Richard Warner moved that the Medigap coverage reimbursement for retired clergy be increased to $500 annually as of January 1, 1990. This was seconded and passed. There was much discussion on the social security contribution. The Rev. Mr. Warner moved that parishes pay, for all clergy, 1/4 of their social security beginning January 1, 1991 and an additional 1/4 of their social security beginning January 1, 1992. This was seconded and passed, with one vote against.

The Rev. Chris Mason, Chairman of the Youth Commission, asked the Executive Council to reaffirm the guidelines given to Youth Representatives at the Annual Diocesan Convention. The Council reaffirmed the guidelines. The Rev. Mr. Mason informed the Council how much the Youth Program has grown and there is a need for more personnel. They have also out grown Trinity Center, dividing some of their events into different age groups at different times.

Mr. Robert Van Veld, Chairman of the Convention Committee, announced the final wrap-up meeting would be January 18 at 10:00 a.m. in Kinston at Lenoir Community College. He reminded the Council that for resolutions and nominations to be printed in the Cross Current, they need to be submitted by December 22, 1989.

Mrs. Harriette Wagner, President of the Episcopal Church Women, announced they will hold their annual meeting in May with Ms. Marcie Walsh as keynoter. Their theme will be Evangelism.

Bishop Sanders announced that The Rev. Henry Witten was still in critical condition and to please remember him their your prayers.

Mr. Robert Van Veld announced that The Rev. Robert Hobgood has accepted a call from St. Timothy's in Greenville. The Rev. Mr. Hobgood will begin on January 21, 1990. A Celebration of New Ministry will take place January 31, 1990.

The Rev. A. C. Marble, Jr. suggested a re-wording of the Mission Statement. There was no discussion. All were in favor. See Attached.

Bishop Sanders also told the Executive Council that The Rev. Mr. Marble would be attending Virginia Seminary for continuing education for 6 weeks. Also in attendance will be The Rev. Ed Dunlap and The Rev. John Gibson. The Rev. Mid Wootten will be attending in the spring.

The Rev. Richard Warner announced that St. James, Shallotte will be holding a Golf Tournament on February 24 to raise funds for the parish.

There being no further business, the meeting was adjourned.

The next meeting of the Executive Council will be Friday, January 19, 1990 at 9:30 a.m. in Kinston at the Diocesan House.

Executive Council Minutes
January 19, 1990

The Executive Council of the Diocese of East Carolina met Friday, January 19, 1990, at 9:30 a.m. in Kinston at the Diocesan House. The following were present: The Rt. Rev. B. Sidney Sanders, The Rev. David Chamberlain, The Rev. Phil Craig, Mrs. Billie Craft, The Rev. Mid Wootten, Mrs. Nancy Broadwell, Mr. Charles Horne, The Rev. Richard Warner, Mr. Wallace Weeks, The Rev. Gary Fulton, Mrs. Dill Lynch, The Rev. Chris Mason, Mr. Robert Van Veld, The Rev. Lucy Talbott, Mr. Robert Swindell, Mrs. Mercedes Newsome, and Mr. Don Hickman. Also present were: Dr. Allen Hornthal, Mr. Glenn Richards, Jane Wynne and Lynn Brown.

Coffee and doughnuts were served at 9:30 a.m.

There was a Celebration of the Holy Eucharist at 10:00 a.m.

There was a correction of the Mission Statement by Mrs. Mercedes Newsome which was enclosed in the packets. The minutes were adopted as submitted.

The treasurer's report was presented by Mr. Wallace Weeks and it was accepted.

Bishop Sanders, before going over the 1990 budget, said that there was a possibility that the diocese should go to apportionment giving from the parish to the diocese. Parishes are not increasing their percentage of giving to the diocese in relation to their income. The Bishop also reviewed the Kenan Fund. This is the last year of receiving interest on that note. The diocese has received $55,000 in principle, $7,920 in interest plus an additional $44,000 in deferred interest.

Dr. Allen Hornthal, Chairman of the Finance Committee, reviewed the 1990 Proposed Budget. There was an error in the total figure of expenses in the budget which was corrected from $1,211,406.00 to $1,221,406.00. The Executive Council recommended a cut across the board for program committees. There was a discussion that hopefully by 1991, Executive Council could put aside money to pay for social security taxes for Bishop Sanders and The Rev. A. C. Marble, Jr. The Council expressed concern that the Kenan interest had to be used to balance the budget. The Rev. Phillip Craig moved the budget as amended. It was seconded and passed.

The Rev. David Chamberlain, Chairman of Evangelism and Renewal, reported that the Evangelism Commission made the modification of 10% growth by the end of 1992 rather than within 5 years, which was recommended by Executive Council at the last meeting. The Rev. Mr. Chamberlain also announced that an Evangelism Conference will be held in March at Kanuga and is already booked. Also, the commission will have a booth at Convention.

The Rev. Chris Mason, Chairman of the Youth Commission, reported 21 youth representatives are registered for Diocesan Convention. This is a substantial increase from last year of only 8 representatives. Also, the annual youth convention begins on the January 19th with 250 registered.

Mr. Robert Van Veld, Chairman of the Convention Committee, informed the

Executive Council that everything was running on schedule. As of this date, 300 persons are registered with the expectation of more in the next few days.

Bishop Sanders presented for the Poverty Committee a resolution to be read by the Executive Council and voted on. The Rev. Mid Wootten moved to endorse the resolution. Several amendments were made. The enclosed Poverty Resolution was passed.

Mr. Glenn Richards, Stewardship Development Officer, announced that Mr. Glenn Holliman will be giving his final report February 3 concerning the capital funds drive. Priorities listed by the people of the diocese are as follows: (1) Loans/grants to parishes (2) Outreach (3) Trinity Center (4) Black Ministries (5) Camp Scholarships (6) Diocesan House renovations. It is questionable that the diocese could raise the $3.5 million needed. Mr. Holliman thinks that a more reasonable goal would be $1.5 million in cash and $1 million in planned gifts. This is due to the fact that 19 parishes are conducting capital funds drives now or plan to in the near future.

Bishop Sanders updated the Executive Council on the Christ Church, Hope Mills property. The Rev. Frank King and Christ Church are ready to purchase 5 acres of property near their present location. The Bishop said that possible funds that could be used to purchase the property would be the Darst money, or the Trustees' Fayetteville Raleigh Road money. He will poll the council for their permission once the final details are made.

Bishop Sanders announced a Celebration of New Ministry for The Rev. Robert Hobgood on January 31, 1990, at 7:30 p.m. in Greenville at St. Timothy's Episcopal Church.

Bishop Sanders asked Executive Council to remember The Rev. Henry Witten in their prayers. Also, The Rev. Bonnie Clarke of Goldsboro has given birth to a little girl.

Bishop Sanders thanked the retiring members for their hard work. They are: Mr. Robert Van Veld, The Rev. Phil Craig, The Rev. Richard Warner, The Rev. Mid Wootten, Mrs. Nancy Broadwell, Mrs. Billie Craft, and Mrs. Mercedes Newsome.

There being no further business, the meeting was adjourned.

The next Executive Council meetings: March 30, 1990
June 1, 1990
October 26, 1990
December 7, 1990

1990
Directory of Churches

Church	Minister	Senior Warden	Junior Warden	Clerk	Treasurer
Ahoskie St. Thomas	The Rev. Phil Glick P.O. Box 263 Ahoskie, NC 27910	Larry Overton Rt. 1, Box 254 Aulander, 27805	Dr. Colin Jones Route 3 Ahoskie, NC 27910	Anne Tucker 200 Baker Street Ahoskie, NC 27910	Stan Jenkins 501 Hayes Street Ahoskie, NC 27910
Aurora Holy Cross	The Rev. Charles Dove P.O. Box 118 Aurora, NC 27806	Winnie Douglas Route 2, Box 309 Aurora, 27806	Donald Bennett Rt. 1, Box 108 Aurora, NC 27806	Harriette A. Paul Rt. 2, Box 307-F Aurora, NC 27806	Marcia Bennett Rt. 1, Box 108 Aurora, NC 27806
Bath St. Thomas	The Rev. Gary Fulton P.O. Box 257t Bath, NC 27808	Charles Duckett 7 Palmetto Place Greenville, NC 27834	Scott J. Ellis 205 E. Main Street Belhaven 27810	Elizabeth Gilliam Blackbeard's View Bath, NC 27808	Emileene Lilley Rt. 1, Box 254 Washington, 27889
Beaufort St. Paul's	The Rev. Matt Stockard P.O. Box 207 Beaufort, NC 28516	Claud Wheatley 716 Front St. Beaufort, 28516	Richard Wisham Rt. 3, Box 191 Beaufort, NC 28516	Dorothy Porter 119 Fairway Rd. Morehead 28557	Dan Isom P.O. Box 798 Beaufort, NC 28516
Belhaven St. James St. Matthew's	The Rev. Gary Fulton 405 E. Main Street Belhaven, NC 27810	Thomas Allen Rt. 1, Box 10 Pantego, 27860	Sammy Gaylord 805 E. Main St. Belhaven, NC 27860	George Mike Wahab E. Main Street Belhaven, NC 27860	Michael Saleeby 207 Riverview Belhaven, NC 27860
Belhaven St. Mary's	The Rev. Jud Mayfield 407 E. Main Street Belhaven, NC 27810	David Henderson P.O. Box 249 Belhaven, 27810		Hannah Martin Old Country Rd. Belhaven, NC 27810	Hannah Martin Old Country Rd. Belhaven, NC 27810
Burgaw Mary's	The Rev. John C. Mott P.O. Box 595 Burgaw, NC 28425	Tyson Harrell P.O. Box 1003 Burgaw, NC 28425	Karl Crouch 505 E. Main St. Wallace, NC 28466	Annette Olesen Rt. 1, Box 262 Rocky Pt. 28457	Tyson Harrell St. Box 1003 Burgaw, 28425
Chocowinity Trinity	The Rev. Irwin Hulbert 616 College Avenue Washington, NC 27889	Russell Guthrie 112 Dogwood Dr. Washington 27889	John Thompson Rt. 3, Box 352 Chocowinity 27817	Linda Lewis Rt. 2, Box 473 Washington, NC 27889	Mac Powell 207 N. Dimock Washington 27889
Clinton St. Paul's	The Rev. Tom Cure P.O. Box 755 Clinton, NC 28328	Gordon Meyer 205 W. Arrowhead Clinton, 28328	Robert Shaw 412 Butler Drive Clinton, NC 28328	Hilda White 900 Cutchin St. Clinton, NC 28328	Newberry Bass 105 Owl Roost Clinton, NC 28328

Church	Minister	Senior Warden	Junior Warden	Clerk	Treasurer
Columbia St. Andrew's	The Rev. Web Simons 207 W. Queen Street Edenton, NC 27932	J. Laughinghouse Rt. 2, Box 37 Columbia, 27925	Terry Everett P.O. Box 253 Columbia, NC 27925	Ruth Woodley P.O. Box 54 Columbia, NC 27925	Janet Walker P.O. Box 171 Columbia, NC 27925
Creswell Christ	The Rev. Web Simons 207 W. Queen Street Edenton, NC 27932	Syble Spruill P.O. Box 277 Creswell, 27938		Janie Woodley P.O. Box 128 Creswell, NC 27928	William Peal Creswell, NC 27928
Creswell Galilee Mission	The Rev. Web Simons 207 W. Queen Street Edenton, NC 27932	Robert Spear Rt. 1, Box 339 Creswell 27928	Zeffie Spruill Route 1 Creswell 27928	Hattie Spear Rt. 1, Box 339 Creswell, NC 27928	Bonnie Ambrose Rt. 1, Box 334 Creswell, NC 27928
Edenton St. John's the Evangelist	The Rev. Kathleen Awbrey 103 Blount Street Edenton, NC 27932	J. H. Horton P.O. Box 466 Edenton 27932	Emily M. Nixon 119 E. Albemarle Edenton, NC 27932	Carolyn Dillard P.O. Box 203 Edenton, NC 27932	JoAnn Roulac P.O. Box 243 Edenton, NC 27932
Edenton St. Paul's		Frances Inglis 101 Colonial Sq. Edenton, 27932	Robert L. Barker 215 East King St. Edenton, NC 27932	Hood Ellis 409 Court St. Edenton, NC 27932	Ollin Sykes P.O. Box 553 Edenton, NC 27932
Elizabeth City Christ	The Rev. Josh MacKenzie 200 S. McMorrine St. Elizabeth City 27909	W. G. Gaither 915 Rivershore Elizabeth City	Charles Robinson 34 Bayshore Drive Elizabeth City 27909	Frank R. Parrish Route 4, Box 158 Elizabeth City 27909	Mary Foytik Rt. 2, Box 30-A Shiloh, NC 27974
Elizabethtown St. Christ- ophter's	The Rev. Porter Cox Box 1841 Wilmington, NC 28403	James Bradley P.O. Box 1896 Elizabethtown	Robert O'Briant P.O. Box 1067 Elizabethtown 28337	Betsy Cole P.O. Box 1776 Elizabethtown 28337	Betty Stevens Rt. 1, Box 100S Elizabethtown 28337
Fairfield All Saints	The Rev. Gary Fulton P.O. Box 257 Bath, NC 27808	Mary Armstrong P.O. Box 32 Fairfield, 27826			Mary Sears P.O. Box 43 Fairfield, NC
Farmville Emmanuel	The Rev. William Hadden 108 Walnut Street Farmville, NC 27828	Joe Kue Circle Drive Farmville, 27828	Linda Burti 404 W. Church St. Farmville, NC 27828	Mary Dixon 402 Waverly St. Farmville, NC 27828	Ruth Ryon Box 25 Farmville

Church	Minister	Senior Warden	Junior Warden	Clerk	Treasurer
Fayetteville Good Shepherd	The Rev. Billy Hemingway Rt. 3, Box 451-A Fayetteville, NC 28306	Pete Cooper 1212 Cullen Dr. Fayetteville	Charles White 5755 Trevino Hope Mills 28348	John McCaskill 1919 Sloan Ave. Fayetteville, 28301	Jerri Cooper 1212 Cullen Dr. Fayetteville, 28304
Fayetteville Holy Trinity	The Rev. James R. Boyd 1601 Raeford Road Fayetteville, NC 28305	Marie Parker 1427 Raeford Rd. Fayetteville	Harry Schob 404 Rush Road Fayetteville, 28305	Howard Loughlin 1411 Maywood Drive Fayetteville, 28305	Bill Smith 1914 Merrimac Drive Fayetteville, 28304
Fayetteville St. John's	The Rev. David Chamberlain P.O. Box 722 Fayetteville, NC 28302	Hal Broadfoot 214 DeVane St. Fayetteville	Carl D. Rosenbaum 3024 Brechin Road Fayetteville, 28303	Janet Holt 305 Circle Drive Fayetteville, 28305	William Thomas 121 Magnolia Avenue Fayetteville, 28305
Fayetteville St. Joseph's	The Rev. Ivan O. Sears P.O. Box 694 Fayetteville, NC 28301	Gwendolyn Hodges Route 3, Box 106 Fayetteville	John Hannah 768 Chadwick Drive Fayetteville, 28301	Shirley Brooks 350 Lynhurst Drive Fayetteville, 28314	Mae Butler P.O. Box 1723 Fayetteville 28302
Fayetteville Paul's	The Rev. Lucy Talbott 1705 St. Augustine Ave. Fayetteville, 28304	Barbara Brooks 2608 Huntington Fayetteville	Robert Nelligar 6833 Timbercroft Ln. Fayetteville, 28314	Jo Anne Lowder 1814 Wendover Drive Fayetteville, 28304	Jo Anne Lowder 1814 Wendover Dr. Fayetteville 28304
Gatesville St. Mary's	The Rev. Kathleen Awbrey 103 Blount Street Edenton, NC 27932	Willis T. Taylor P.O. Box 452 Gatesville, 27938			Penelope Walker Gatesville, 27938
Goldsboro St. Andrew's	The Rev. Joseph Banks 306 West Spruce St. Goldsboro, NC 27530	William Siler 505 Hamilton Goldsboro, 27530	Gloria Lawson 105 Scott Drive Dudley, NC 28333	Neal Stitt 400 Bunch Drive Goldsboro, NC 27530	Ruby Siler 505 Hamilton Drive Goldsboro, 27530
Goldsboro St. Francis	The Rev. Ed Dunlap P.O. Box 591 Goldsboro, NC 27530	Steve Barnett 102 Teal Circle Goldsboro 27530	Liz Meador Rt. 1, Box 292 Pikeville 27863	James House P.O. Box 297 Seven Springs 28578	Peggy Lewis 500-F Hillcrest Drive Goldsboro, 27530
Goldsboro St. Stephen's	The Rev. Chris Mason P.O. Box 984 Goldsboro, NC 27530	Doug Royal 1708 Evergreen Goldsboro, NC	James Jeffreys 1705 E. Walnut Goldsboro, NC 27530	John Hine 2507 Peachtree St. Goldsboro, NC 27530	Tom Griffin 306 Linwood Ave. Goldsboro, 27530

Church	Minister	Senior Warden	Junior Warden	Clerk	Treasurer
Greenville St. Paul's	The Rev. Pat Houston P.O. Box 1924 Greenville, NC 27834	Delyle Evans 3400 Wyneston Rd. Greenville, NC	David Womack 105 Jamestown Rd. Greenville, NC 27858	Victoria Lineback Glenwood Apt. 26 Greenville, NC 27834	Jim Paraley 210 Qauil Hollow Rd. Greenville, 27834
Greenville St. Timothy's	The Rev. John Bonner 107 Louis Street Greenville, NC 27834	Bob Van Veld 100 Pineview Dr. Greenville, NC	Mary Vincent Rt. 3, Box 146 Greenville, NC 27858	Tommy Tucker 543 Crestline Blvd. Grenville, 27858	Terry Boardman 213 King George Rd. Greenville, 27834
Grifton St. John's St. Mark's	The Rev. Ken Townsend P.O. Box 947 Grifton, NC 28530	E. F. Albritton 140 Niblick Rd. Grifton, 28530	J. W. Worthington Rt. 2, Box 340 Ayden, NC 28513	Joe Price P.O. Box 531 Grifton, NC 28530	Eugene Fleming P.O. Box 237 Grifton, NC 28530
Havelock St. Christo-pher's	The Rev. Henry Witten P.O. Box 626 Havelock, NC 28532	Robert Cole 114 Greenway Ct. Havelock, NC	Marty List One Indian Way Havelock, NC 28532	Denise Wheeler 3712 Butler Rd. New Bern, 28560	Robert Emerson 126A E. Sherwood Havelock, NC 28532
Hampstead Holy Trinity	The Rev. John Weatherly P.O. Box 819 Hampstead, NC 28443	Warren Sanders 337 Creekview Dr. Hampstead 28443	Fred Wolfe P.O. Box 819 Hampstead, NC 28443	Temp Geddie 6235 Turtle Hall Rd. Wilmington 28401	Frank Wakefield 102 Blue Heron Hampstead, 28443
Hertford Holy Trinity	The Rev. Ben Wolverton P.O. Box 125 Hertford, NC 27944	Kenneth Francis Rt. 3, Box 51 Hertford, 27944	Robert Taylor 1603 Caddy Lane Elizabeth City 27909	Raymond Winslow, Jr. P.O. Box 652 Hertford, NC 27944	Raymond Winslow, Jr. P.O. Noc 652 Hertford, NC 27944
Hope Mills Christ	The Rev. Frank W. King P.O. Box 336 Hope Mills, NC 28348	Sherry Tabb 3751 Masters Dr. Fayetteville	Robert Fermanides 6312 Brettonwoods Dr. Fayetteville, 28304	Linda Summers 3217 Trogdan Drive Fayetteville, 28306	Jim Summers 3217 Trogdan Drive Fayetteville, 28306
Jacksonville St. Anne's	The Rev. James C. Cooke P.O. Box 7001 Jacksonville, NC 28540	Robert Swindell 1514 Clifton Rd. Jacksonville	James Wiese 11 Dresaler Drive Jacksonville, 28540	Ruth Childers 701 Wood Duck Rd. Hampstead, 28443	Vann Taylor 105 Janie Ave. Jacksonville, 28540
Kinston Holy Innocents	The Rev. Phillip Glick Rt. 4, Box 313 Kinston, NC 28501	Melvin Whitfield Rt. 4, Box 317 Seven Springs	George Bryan Rt. 1 Seven Springs 28578	Diane Lynch Rt. 4, Box 377 Kinston, NC 28501	Odell Taylor Rt. 1, Box 343B Seven Springs
Kinston St. Augustine's	The Rev. Tom Hoe P.O. 595 Burgaw, NC 28425	Donald Pollock 109 N. McLewean Kinston, 28501	Calvin Dixon 308 Dupont Circle Kinston, NC 28501	Lucille Gibson P.O. Box 3016 Kinston, NC 28501	Margaret Dixon 308 Dupont Circle Kinston, NC 28501
Kinston St. Mary's	The Rev. Phillip Craig P.O. Box 1318 Kinston, NC 28501	Coleman Hardy 1803 Cambridge Kinston, 28501	Paul Hines 2408 Hardee Drive Kinston, NC 28501	Frances Jillcott 1001 Harvey Circle Kinston, NC 28501	Irvin Holland, Jr. 113 Circle Drive LaGrange, NC 28551

Church	Minister	Senior Warden	Junior Warden	Clerk	Treasurer
Lake Landing (Engelhard) St. George's	The Rev. Gary Fulton P.O. Box 257 Bath, NC 27808	H.J. Liverman P.O. Box 218 Engelhard, 27824	Jimmie Spencer P.O. Box 67 Engelhard, NC 27824	Clair Spencer P.O. Box 67 Engelhard, 27824	Clair Spencer P.O. Box 67 Engelhard, NC 27824
Lumberton Trinity	The Rev. Russell Johnson P.O. Box 1638 Lumberton, NC 28358	Betty Westfall 2502 Rowland Ave. Lumberton, 28358	Oencie Page 1506 N. Elm Street Lumberton, 28358	Betty Nye 3275 Piccadilly Circle Lumberton, 28358	Bonnor Hudson 601 W. 31st St. Lumberton, 28358
Morehead City St. Andrew's	The Rev. C. King Cole 2005 Arendell St. Morehead City, NC 28557	Marty Kreamer 120 Chip Shot Or. Morehead City	Joe Lawrence 1303 Evans Street Morehead City, 28557	Rose Hamlin 102 Bogue Avenue Morehead City, 28557	Betty Geiges Rt. 4, Box 273C Newport, NC 28570
Murfreesboro St. Barnabas	Acheson Harden P.O. Box 327 Murfreesboro, 27855				
Nags Head St. Andrew's By-the-Sea	The Rev. Oon Porcher P.O. Box 445 Nags Head, NC 27959	Haven Newton 121 Tall Pine Ln. Kitty Hawk 27949	Jerry Workman P.O. Box 1325 Manteo, NC 27954	Helen van Laer 39 Eagles Nest Lane Kitty Hawk, 27949	Connie Mebane P.O. Box 3876 Manteo, NC 27954
New Bern Christ	The Rev. Edward Sharp P.O. Box 1246 New Bern, NC 28560	Rexford Willis 4603 W. Fairway New Bern, 28562	Lonnie Pridgen 2814 Old Cherry Point New Bern, NC 28560	Rozanne McCotter 4605 Fairway Or. New Bern, NC 28562	Rozanne McCotter 4605 Fairway Or. New Bern, NC 28562
New Bern St. Cyprian's	The Rev. Tom Noe P.O. Box 809 New Bern, NC 28560	Jasper Hayes 918 Elm Street New Bern 28560	John Robinson P.O. Box 2422 New Bern, NC 28560	Ruth H. Miller 1019 Front Street New Bern, NC 28560	O. T. Faison P.O. Box 728 New Bern, NC 28560
Northwest All Soul's	The Rev. Clem Jordan P.O. Box 475 Riegelwood, NC 28451	Charles Carroll Rt. 2, Box 31 Riegelwood 28456	Robert Pasionek Rt. 1, Box 27 Leland 28451	Yvonne Hamilton Route 1, Box 222 Leland, NC 28451	Mary Pasionek Rt. 1, Box 27 Leland, NC 28451
Oriental St. Thomas	The Rev. George Abele P.O. Box 461 Oriental, NC 28571	William Sumner P. O. Box 431 Oriental, 28571	Max Turvey P.O. Box 632 Oriental, NC 28571	Oot Ounford 22 Teaches Cove Oriental, NC 28571	Lee McGall P.O. Box 732 Oriental, NC 28571

Church	Minister	Senior Warden	Junior Warden	Clerk	Treasurer
Plymouth Grace	The Rev. Fred Fordham 108 Madison Street Plymouth, NC 27962	D.W. Ferguson 105 Long Leaf Ln. Plymouth, 27962	Robert Saunders Rt. 3, Box 105-C Plymouth, NC 27962	Vernetta Norman 313 Jefferson St. Plymouth, NC 27962	Dana Outten Rt. 2, Box 94 Roper, NC 27970
Roper St. Luke- St. Anne's	The Rev. Web Simons 207 W. Queen Street Edenton, NC 27932	Muril B. Wallace P.O. Box 85 Roper, NC 27970	Doris Downing Roper, NC 27970	Linda Chesson Rt. 1, Box 302 Roper, NC 27970	Kathryn Wallace P.O. Box 85 Roper, NC 27970
Roxobel St. Mark's	The Rev. Edward Spruill P.O. Box 100 Roxobel, NC 27872	John E. Tyler P.O. Box 36 Roxobel, NC 27872		John C. Pegram P.O. Box 208 Roxobel, NC 27872	Thomas Norfleet P.O. Box 100 Roxobel, NC 27872
Shallotte St. James	The Rev. Richard Warner Rt. 1, Box 310 Shallotte, NC 28459	John Tandy 121 Shrimp Street Shallotte, NC	Edward Thomas Rt. 6, Box 1070 Shallotte 28459	Anne Stansel Rt. 6, 29 Waterway Dr. Shallotte, NC 28459	David Stansel Rt. 6, Box 29 Shallotte, NC 28459
Sladesville St. John's	The Rev. Gary Fulton P.O. Box 257 Bath, NC 27808	Forest Sears Rt. 1, Box 163 Scranton, 27875			Florence Williams Rt. 1, Box 105 Scranton, NC 27875
Southport St. Philip's	The Rev. Frank M. Ross P.O. Box 10476 Southport, NC 28461	William Crowe 101 N. Atlantic Soutport, 28461	Thomas P. Heller P.O. Box 816 Long Beach 28465	George A. Ellis 319 E. Bay St. Southport, NC 28461	George Wesp 209 Stuart Ave. Southport, NC 28461
Sunbury St. Peter's	The Rev. Kathleen Awbrey 103 Blount Street Edenton, NC 27932	Donna Conner Rt. 1, Box 205 Corapeake, 27926		Blanche Hudgins Rt. 1 Sunbury, NC 27979	Joyce E. Brown Rt. 1, Box 36 Sunbury, NC 27979
Swan Quarter Calvary	The Rev. Gary Fulton P.O. Box 257 Bath, NC 27808	Louella Swindell Box 55 Swan Quarter, 27885			Mary Lou Harris Rt. 1, Box 69H Fairfield, NC 27826

Church	Minister	Senior Warden	Junior Warden	Clerk	Treasurer
Swansboro St. Peter's	The Rev. John Hagood P.O. Box 337 Swansboro, 28584	William Ayers P.O.Box 454 Swansboro 28584	A. R. Townson Star Route, Box 73 B Swansboro, 28584	Gloria Jones Rt. 1, Box 55 Hubert, NC 28539	Eileen Cumpston P.O. Box 981 Swansboro, 28584
Thomas Ldg (Holly Ridge) St. Philip's	The Rev. John Armfield Rt. 2, Box 229 Holly Ridge, NC 28445	Bill Ward Route 2, Box 255 Holly Ridge 28445	Keith Pierce Route 3, Box 398-AA4 Holly Ridge 28445	Jean Hobbs Route 2, Box 229 Holly Ridge 28445	Jean Hobbs Route 2, Holly Ridge 28445
Trenton Grace	P.O. Box 219 Trenton, NC 28585	Ann W. Brock P.O. Box 219 Trenton, 28585	Marvin J. Wilson Route 2 Trenton, 28585	Frank Richardson P.O. Box 608 Trenton, NC 28585	Peggy OuVal 1380, Hwy. 58 Pollocksville
Vanceboro St. Paul's	The Rev. Tom Noe P.O. Box 595 Burgaw, NC	Fountain Simpkins P.O. Box 310 Vanceboro, NC	Bill Cleve P.O. Box 215 Vanceboro, 28586	Mavis Simpkins Route 3 Vanceboro, NC 28586	Sarah Jones P.O. Box 511 Vanceboro, 28586
Washington St. Paul's	The Rev. Jud Mayfield Route 1, Box 84-A Bath, NC 27808	Eric Colloymore 1218 N. Washington Washington, 27889	N. W. Slade Robersonville 27871	Mrs. Jesse Oawkins Rt. 1, Box 153 Washington, 27889	Romina Mills Rt. 3, Box 168 Washington, NC 27889
Washington St. Peter's	The Rev. Bill Bradbury P.O. Box 985 Washington, NC 27889	Philip Sterling 309 N. Charlotte Washington, NC	Oewey Walker 113 Isabella Ave. Washington, 27889	Sallie Scales 713 W. Main Street Washington, 27889	William Oden Route 5, Box 63 Washington, NC 27889
Washington Zion	The Rev. Jud Mayfield 407 E. Main Street Washington, NC 27889	Frances Oouglas Rt. 4, Box 330 Washington, NC	George Sullivan Rt. 2 Washington, NC 27889	Well Howell Rt. 2 Washington, NC 27889	Well Howell Rt. 2 Washington, 27889
Whiteville Grace	The Rev. Robert Schriber 105 South Madison Street Whiteville, NC 28472	Michael Cooper Rt. 2, Box 262B Whiteville, NC	William Sutton 219 N. Madison Street Whiteville, NC 28472	Oeborah Seehorn Rt. 1, Box H-28 Whiteville, NC 28472	Connie Ghent 106 Canal St. Whiteville, NC 28472
Williamston Advent	The Rev. James R. Horton P.O. Box 463 Williamston, NC 27892	Thomas W. Skinner 319 Church St. Williamston	Al Chesson 412 Woodlawn Orive Williamston, 27892	Beverly Mills 203 Edgewood Ave. Williamston, NC 27892	John T. Boykin P.O. Box 506 Williamston, 27892
Wilmington Church of the Servant	The Rev. Joseph W. Cooper 4925 Oriole Orive Wilmington, NC 28403	Ann Hines 330 Mohican Trail Wilmington 28403	Jean Moll 11 Crofter's Ct. Leland NC 28451	Ed Bromeier 622 Oecatur Orive Wilmington, NC 28403	Jack Morgan 507 Mill Creek Ct.A Wilmington, NC 28403

Church	Minister	Senior Warden	Junior Warden	Clerk	Treasurer
Wilmington Good Shepherd	The Rev. Ton Whiteside 515 Queen Street Wilmington, NC 28406	Bonnie Sibbett 508 Shuney Ln. Wilmington, NC	Dennis Sealey P.O. Box 323 Leland, NC 28451	Julie Sealy P.O. Box 323 Leland, NC 28451	Bob Sibbett 508 Shuney Lane Wilmington, 28403
Wilmington St. Andrew's The-Sound	The Rev. John Ormond 101 Airlie Road Wilmington, NC 28403	Louis Aiello Route 2, Box 337 Castle Hayne	Dan McLean 234 Huntington Rd. Wilmington NC 28403	Ellen Williams 133 Quail Ridge Rd. Wilmington, NC 28403	Bill Young 6309 Pintail Court Wilmigton 28403
Wilmington St. James	The Rev. Robert D. Cook 25 South Third Street Wilmington, NC 28403	Bradford Cantwell 4209 Appleton Way Wilmington, NC	Dale Holland 1301 Country Club Rd. Wilmington, NC 28403	Thomas Baysden 114 Nun Street Wilmington, NC 28401	William N. Smith 1928 Brookhaven Rd. Wilmington, NC 28403
Wilmington St. John's	1219 Forest Hills Drive Wilmington, NC 28403	Lyman Goff 4105 Halifax Rd. Wilmington, NC	Gordon Keifer 1602 Robert E. Lee Wilmington, NC 28403	Helen Kutrow 2037 Albert Circle Wilmington, NC 28403	William Wagner 4013 Peachtree Ave. Wilmington, NC 28403
Wilmington St. Mark's	The Rev. John Richards P.O. Box 453 Wilmington, NC 28401	Lewis Williams 509 N. 8th St. Wilmington, NC	Carl Grantham 113 Barclay Hills Dr. Wilmington, NC 28405	Mildred Washington 1417 Queen Street Wilmington, NC 28401	Russell West 106 Brin Road Castle Hayne, 28429
Wilmington St. Paul's	16 N. Sixteenth St. Wilmington, NC 28401	Dale Todd 219 Keaton Ave. Wilmington, NC	Gerald Watkins 226 Oakhurst Road Wilmington, NC 28403	Peggy Thompson 1207 Dunbar Court Wilmington, NC 28405	Bessie F. Hunt 4003 Wilshire Blvd. Wilmington, NC 28403
Windsor St. Thomas	The Rev. Ashley Hunt P.O. Drawer M Windsor, NC 27983	Katherine Ward 1103 Powell St. Windsor, NC	Norman Clyde 203 Crescent Drive Windsor, NC 27983	Lloyd C. Smith 401 S. Queen St. Windsor, NC 27983	Tyre Moore 1219 Wayland St. Windsor, NC 27983
Woodville (Lewiston) Grace	The Rev. Ed Philipson P.O. Box 429 Lewiston, NC 27849	T. W. Griffin P.O. Box 490 Lewiston, NC	Joseph W. Whitehead Route 1 Lewiston, NC 27849	C. B. Griffin, Jr. P.O. Box 429 Lewiston, NC 27849	C. B. Griffin, Jr. P.O. Box 429 Lewiston, NC 27849

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Statistics

	HOUSEHOLDS	PRIOR BAPTIZED MEMBERS	PRESENT BAPTIZED MEMBERS	PRIOR CONF COMMUNICANTS	PRESENT CONF COMMUNICANTS	BAPTISMS CHILDREN	BAPTISMS ADULTS	CONFIRMATIONS CHILDREN	CONFIRMATIONS ADULTS	CONFIRMATIONS RECEIVED	SERVICES OF HOLY COMMUNION SUNDAYS	SERVICES OF HOLY COMMUNION WEEKDAYS	SERVICES OF HOLY COMMUNION PRIVATE	MARRIAGES	BURIALS	OTHER SERVICES	AV. ATTENDANCE 4 KEY SERVICES	PUPILS CHURCH SCHOOL	PUPILS DAY SCHOOL
1 Ahoskie, S Thomas	71	145	150	136	136	5	0	0	0	0	72	6	10	1	1	7	100	66	0
2 Aurora, Holy Cross	27	50	47	29	26	0	0	0	0	0	52	4	6	0	1	3	19	13	0
3 Bath, St Thomas	26	55	57	42	55	3	0	0	2	0	37	3	11	1	1	13	56	14	0
4 Beaufort, St Paul	253	469	450	399	381	4	0	2	0	0	103	24	10	5	13	13	207	130	0
5 Belhaven, SS James/Mat	20	37	33	27	27	0	0	0	0	3	42	2	6	0	1	12	31	0	0
6 Belhaven, St Mary	12	27	27	18	18	0	0	0	0	0	26	2	8	0	1	78	22	16	0
7 Burgaw, St Mary	31	62	62	51	50	1	0	0	0	0	49	2	2	0	1	8	46	11	0
8 Chocowinity, Trinity	49	101	191	82	77	14	76	0	5	0	42	3	11	0	2	9	54	19	0
9 Clinton, St Paul	57	118	118	79	84	3	0	7	0	0	111	64	13	0	1	242	93	44	0
10 Columbia, St Andrew	21	26	30	20	19	1	0	0	0	0	26	1	6	0	2	33	17	0	0
11 Creswell, Christ Church	9	10	11	6	7	0	0	0	0	0	16	1	1	0	1	11	16	16	0
12 Creswel, Galilee	5	8	8	8	8	0	0	0	0	0	12	1	0	1	0	1	3	21	0
13 Edenton, St John	21	31	31	32	30	0	0	0	0	0	28	3	1	2	1	47	24	9	0
14 Edenton, St Pauls	171	369	326	280	288	6	1	9	5	0	105	8	6	4	4	18	190	99	0
15 Elizabeth City, Christ	203	412	403	321	316	6	0	3	4	1	67	30	5	2	8	13	191	72	0
16 Elizabethtown, St Chris	20	74	53	53	41	0	0	0	0	0	37	2	6	1	0	17	32	22	0
17 Engelhard, St George	20	48	49	29	30	1	0	0	1	0	25	0	0	0	0	24	47	21	0
18 Fairfield, All Saint	5	10	20	6	6	1	9	0	0	0	10	0	2	0	0	0	9	0	0

* Indicates incomplete or obsolete data.

	HOUSEHOLDS	PRIOR BAPTIZED MEMBERS	PRESENT BAPTIZED MEMBERS	PRIOR CONF COMMUNICANTS	PRESENT CONF COMMUNICANTS	BAPTISMS		CONFIRMATIONS			SERVICES OF HOLY COMMUNION							PUPILS	
						CHILDREN	ADULTS	CHILDREN	ADULTS	RECEIVED	SUNDAYS	WEEKDAYS	PRIVATE	MARRIAGES	BURIALS	OTHER SERVICES	AV. ATTENDANCE 4 KEY SERVICES	CHURCH SCHOOL	DAY SCHOOL
19 Farmville, Emmanuel	39	78	64	71	61	3	1	6	2	0	36	2	0	0	4	0	50	21	0
20 Fayetteville, G Shephrd	24	55	43	39	25	2	2	0	0	0	27	2	3	3	1	26	31	19	0
21 Fayetteville, H Trinity	258	596	604	445	456	10	2	0	13	1	147	81	10	2	5	5	286	169	66
22 Fayetteville, S John	297	749	800	624	650	13	2	9	2	1	108	165	33	14	8	249	390	133	0
23 Fayetteville, S Joseph	72	111	128	94	103	5	0	0	1	1	26	14	58	1	3	7	68	11	0
24 Fayetteville, S Paul	113	285	243	118	116	4	1	1	8	1	85	39	11	2	2	8	104	63	0
25 Gatesville, S Mary	28	60	62	38	38	2	0	0	0	0	31	1	2	0	0	33	30	25	0
26 Goldsboro, S Andrew	20	36	38	36	38	0	0	0	0	0	22	3	25	0	0	0	22	3	0
27 Goldsboro, S Francis	74	225	231	152	161	5	0	7	4	0	46	49	13	0	0	12	109	40	0
28 Goldsboro, S Stephen	170	466	449	369	356	12	2	0	7	0	95	56	35	10	5	69	250	113	0
29 Greenville , S Paul	357	690	729	533	553	9	2	13	7	0	135	204	22	18	11	40	331	165	83
30 Greenville, S Timothy	173	452	466	274	288	8	0	1	10	1	52	316	0	2	0	0	181	221	103
31 Grifton, SS John & Mark	34	83	81	71	71	0	0	1	0	1	32	4	30	0	2	25	35	33	0
32 Hampstead, Holy Trinity	42	84	74	73	59	0	0	0	0	0	51	9	5	0	0	0	51	22	0
33 Havelock, St Christopher	81	232	217	160	217	7	0	5	4	0	103	11	5	1	1	43	140	54	0
34 Hertford, H Trinity	51	78	82	68	73	0	0	0	1	0	87	0	1	0	2	14	58	0	0
35 Hope Mills, Christ	88	148	170	91	105	6	0	1	4	0	82	14	6	1	1	114	99	60	0
36 Jacksonville, S Anne	298	910	927	347	350	21	4	1	9	1	102	74	31	6	6	8	250	64	140

	HOUSEHOLDS	PRIOR BAPTIZED MEMBERS	PRESENT BAPTIZED MEMBERS	PRIOR CONF COMMUNICANTS	PRESENT CONF COMMUNICANTS	BAPTISMS		CONFIRMATIONS			SERVICES OF HOLY COMMUNION							PUPILS	
						CHILDREN	ADULTS	CHILDREN	ADULTS	RECEIVED	SUNDAYS	WEEKDAYS	PRIVATE	MARRIAGES	BURIALS	OTHER SERVICES	AV. ATTENDANCE 4 KEY SERVICES	CHURCH SCHOOL	DAY SCHOOL
37 Kinston, Holy Innocents	65	119	121	102	104	2	3	0	3	0	44	9	2	3	1	10	80	22	0
38 Kinston, S Augustine	34	62	61	48	47	0	0	0	0	0	51	3	0	0	1	5	40	0	0
39 Kinston, S Mary	338	685	589	577	501	3	0	22	5	0	108	106	125	8	7	270	257	185	110
40 Lumberton, Trinity	124	230	235	170	168	8	0	0	0	0	97	54	8	2	1	12	142	78	0
41 Morehead City, S Andrew	243	580	609	436	449	11	2	0	5	0	150	78	35	5	5	13	363	192	0
42 Nags Head, S Andrew	287	392	392	282	280	18	0	2	7	0	136	57	30	13	6	30	316	127	23
43 New Bern, Christ	511	1251	1243	880	890	13	2	17	10	3	86	66	17	9	13	99	485	163	0
44 New Bern, S Cyprian	38	64	64	57	57	0	0	0	0	0	30	0	10	0	1	30	45	27	0
45 Riegelwood, All Souls	21	36	36	30	31	0	0	1	0	0	37	2	1	0	2	15	30	16	0
46 Oriental, S Thomas	68	94	104	89	95	8	0	0	1	3	51	41	4	0	1	0	70	14	0
47 Plymouth, Grace	57	126	133	130	137	2	0	1	5	0	45	20	30	1	0	0	81	22	0
48 Roper, SS Luke & Anne	17	25	26	25	25	2	0	0	0	0	28	4	3	0	0	23	27	0	0
49 Roxobel, S Mark	12	23	22	17	14	0	0	0	0	0	12	1	0	0	0	0	20	0	0
50 Shallote, S James	58	118	110	90	86	1	0	0	0	0	81	13	4	1	3	17	88	21	0
51 Scranton, S John	7	13	13	5	5	0	0	0	0	0	17	0	0	0	1	26	7	0	0
52 S Philip, St Phillips	145	224	235	181	196	3	0	4	2	0	27	6	10	1	2	0	107	96	0
53 Sunbury, St Peter	15	14	15	16	20	1	0	1	3	0	32	1	1	1	0	31	23	10	0
54 Swan Quarter, Calvary	6	8	15	7	6	1	7	0	0	0	8	0	0	0	0	0	2	0	0

* Indicates incomplete or obsolete data.

						BAPTISMS		CONFIRMATIONS			SERVICES OF HOLY COMMUNION							PUPILS	
	HOUSEHOLDS	PRIOR BAPTIZED MEMBERS	PRESENT BAPTIZED MEMBERS	PRIOR CONF COMMUNICANTS	PRESENT CONF COMMUNICANTS	CHILDREN	ADULTS	CHILDREN	ADULTS	RECEIVED	SUNDAYS	WEEKDAYS	PRIVATE	MARRIAGES	BURIALS	OTHER SERVICES	AV ATTENDANCE 4 KEY SERVICES	CHURCH SCHOOL	DAY SCHOOL
55 Swansboro, S Peter	78	165	185	132	146	8	1	3	3	3	103	3	146	2	3	13	137	33	0
56 Thomas Landing, S Philip	24	46	40	43	38	2	0	1	1	0	25	2	0	0	1	29	40	12	0
57 Trenton, Grace	14	24	26	25	26	1	0	0	0	0	23	15	0	1	1	31	14	10	0
58 Vanceboro, S Paul	33	72	52	43	52	0	0	1	1	1	52	3	5	0	2	5	31	0	0
59 Washington, S Paul	36	53	52	53	52	0	0	0	0	0	40	7	12	0	2	64	35	26	0
60 Washington, S Peter	390	798	834	650	678	2	0	8	14	0	104	108	12	6	13	38	282	125	41
61 Washington, Zion	36	54	71	42	50	0	1	1	1	0	41	20	10	0	2	12	48	12	0
62 Whiteville, Grace Church	49	96	93	84	84	2	0	0	1	1	105	77	77	0	2	121	94	47	0
63 Williamston, Advent	81	159	157	140	137	3	0	0	0	0	32	34	0	2	2	30	67	37	0
64 Wilmington, S Andrew	260	436	437	436	437	13	2	3	10	2	106	38	15	9	3	0	244	107	0
65 Wilmington, Servant	97	178	203	128	144	3	0	6	6	1	47	9	26	9	0	19	165	96	0
66 Wilmington, Gd Shepherd	106	145	158	129	136	8	2	1	3	0	105	35	30	3	0	17	100	42	0
67 Wilmington, S James	621	1159	1172	961	989	13	0	17	11	0	78	83	4	30	13	13	535	313	82
68 Wilmington, S John	462	938	977	729	784	10	2	18	9	1	152	227	29	2	6	28	431	132	0
69 Wilmington, S Mark	194	194	190	194	190	0	0	0	0	0	104	60	80	1	4	52	114	51	0
70 Wilmington, S Paul	134	213	201	167	169	0	0	1	0	0	79	55	7	3	3	11	110	72	0
71 Windsor, S Thomas	74	187	185	145	149	2	0	3	2	2	47	31	140	2	4	3	75	44	0
72 Woodville, Grace	14	30	30	22	22	0	0	0	0	0	6	1	1	0	0	34	14	17	0
	7989	16401	16560	12486	12713	292	124	177	192	28	4416	2469	1268	191	194	2303	8356	3938	648

	PLEDGES FOR NEXT YEAR		RECEIPTS			DISBURSEMENTS			CLERGY SALARIES (in $100)				PROPERTY	
	PLEDGING HOUSEHOLDS	AMOUNT PLEDGED	PLATE AND PLEDGE	$ PER HOUSEHOLD PER WEEK	TOTAL RECEIPTS	DIOCESE AND GEN. CHURCH	OTHER OUTSIDE	PARISH EXPENSES	TOTAL	RECTOR	OTHERS	NET DISPOSABLE BUDGET INCOME	PROPERTY VALUE	INSURANCE
1 Ahoskie, S Thomas	53	71975	62440	16.91	95514	13500	3785	60772	115526	219	0	75843	343000	343000
2 Aurora, Holy Cross	17	7457	10157	7.23	12948	1400	101	13443	16769	40	0	12948	234500	0
3 Bath, St Thomas	56	50725	44547	32.95	61295	6450	7748	41618	62037	211	0	48292	431700	431700
4 Beaufort, St Paul	144	114898	114051	8.67	120253	23340	4820	68983	114541	260	0	120253	744023	744023
5 Belhaven, SS James/Mat	19	23124	24305	23.37	39653	3300	1774	19101	24175	0	0	28861	180500	180500
6 Belhaven, St Mary	11	6000	5883	9.43	5883	600	350	5661	6611	0	0	5883	75000	35000
7 Burgaw, St Mary	21	21536	19173	11.89	22416	2000	2608	19255	23863	0	0	20308	180000	180000
8 Chocowinity, Trinity	38	35600	32271	12.67	47484	2400	8936	30391	41727	0	0	32271	350000	350000
9 Clinton, St Paul	44	51061	44389	14.98	62998	1600	690	62890	66530	240	0	56076	0	0
10 Columbia, St Andrew	10	7476	7181	6.58	9805	5400	434	2459	8293	0	0	9766	104100	104100
11 Creswell, Christ Church	0	0	5666	12.11	7677	700	0	5494	6194	0	0	7677	0	0
12 Creswel, Galilee	0	0	3501	13.47	3701	250	92	3128	3470	0	0	3501	0	0
13 Edenton, St John	0	9608	11479	10.51	13440	1700	0	10825	12525	0	0	13335	0	0
14 Edenton, St Pauls	112	160000	151866	17.08	191984	29000	16904	166181	212085	0	0	191984	1265000	1265000
15 Elizabeth City, Christ	158	125326	123936	11.74	220102	24000	13835	182934	220769	294	0	154308	1128250	1128250
16 Elizabethtown, St Chris	18	32038	32771	31.51	36019	0	946	32630	33576	46	0	35073	218880	218880
17 Engelhard, St George	0	0	12366	11.89	19961	1848	1304	14228	30322	0	0	18349	0	0
18 Fairfield, All Saint	0	0	2248	8.65	2248	200	0	2031	2231	0	0	2248	0	0

* Indicates incomplete or obsolete data.

	PLEDGES FOR NEXT YEAR		RECEIPTS			DISBURSEMENTS				CLERGY SALARIES (in $100)			PROPERTY	
	PLEDGING HOUSEHOLDS	AMOUNT PLEDGED	PLATE AND PLEDGE	$ PER HOUSEHOLD PER WEEK	TOTAL RECEIPTS	DIOCESE AND GEN. CHURCH	OTHER OUTSIDE	PARISH EXPENSES	TOTAL	RECTOR	OTHERS	NET DISPOSABLE BUDGET INCOME	PROPERTY VALUE	INSURANCE
19 Farmville, Emmanuel	22	17000	16765	8.27	32626	1000	2107	21053	30895	0	0	22226	150000	150000
20 Fayetteville, G Shephrd	5	3140	9705	7.78	13267	1000	3853	10594	15447	0	0	11240	164926	166686
21 Fayetteville, H Trinity	150	192532	209470	15.61	283001	40000	20298	209250	269548	355	0	235718	1038545	1038545
22 Fayetteville, S John	199	235535	246273	15.95	313814	51000	20483	228234	299717	200	0	298197	1857625	0
23 Fayetteville, S Joseph	30	39737	48388	12.92	64920	3000	39240	0	42240	0	0	51976	623300	243100
24 Fayetteville, S Paul	45	51500	58425	9.94	75940	3491	2769	56332	65706	204	0	63969	254300	254300
25 Gatesville, S Mary	22	16000	15989	10.98	17015	1500	50	11444	18510	80	0	17015	0	0
26 Goldsboro, S Andrew	17	12276	10016	9.63	11027	1480	870	9380	11730	0	0	10742	65000	65000
27 Goldsboro, S Francis	53	87850	83858	21.79	105682	10403	3197	72969	86569	185	0	90369	244658	366000
28 Goldsboro, S Stephen	138	188209	198631	22.47	205819	34000	5722	166900	271276	275	0	201905	1366570	1589000
29 Greenville , S Paul	196	230696	249953	13.46	274016	44109	8122	215823	268054	294	0	253093	977100	977100
30 Greenville, S Timothy	116	143998	111978	12.45	115918	12447	900	85180	98527	321	0	115918	651914	651914
31 Grifton, SS John & Mark	10	8380	23955	13.55	27955	1900	0	27252	29152	0	0	23955	0	0
32 Hampstead, Holy Trinity	34	38374	31993	14.65	78078	2893	1472	29393	33758	122	0	37979	20000	8000
33 Havelock, St Christopher	41	38250	49137	11.67	52385	550	930	45626	47106	247	0	51455	400000	400000
34 Hertford, H Trinity	44	34500	32224	12.15	84569	3100	1307	77745	172490	203	0	44604	542700	542700
35 Hope Mills, Christ	43	46387	53166	11.62	60951	5620	4763	52433	62816	192	0	58936	264050	264050
36 Jacksonville, S Anne	197	169791	166555	10.75	182025	23500	7863	144339	175702	299	0	181328	930000	930000

* Indicates incomplete or obsolete data.

	PLEDGES FOR NEXT YEAR		RECEIPTS			DISBURSEMENTS			CLERGY SALARIES (in $100)				PROPERTY	
	PLEDGING HOUSEHOLDS	AMOUNT PLEDGED	PLATE AND PLEDGE	$ PER HOUSEHOLD PER WEEK	TOTAL RECEIPTS	DIOCESE AND GEN. CHURCH	OTHER OUTSIDE	PARISH EXPENSES	TOTAL	RECTOR	OTHERS	NET DISPOSABLE BUDGET INCOME	PROPERTY VALUE	INSURANCE
37 Kinston, Holy Innocents	56	37764	38000	11.24	45649	3700	553	33293	37546	0	0	42711	0	0
38 Kinston, S Augustine	18	14594	16469	9.32	18016	1724	624	13119	16827	0	0	17616	174200	174200
39 Kinston, S Mary	230	240000	246712	14.04	331715	47179	6567	247890	432143	413	0	296709	3735000	3042000
40 Lumberton, Trinity	89	101086	100323	15.56	116023	12000	2975	102613	117588	235	0	110375	625000	626300
41 Morehead City, S Andrew	183	237088	241900	19.14	320100	49700	56600	197000	305800	283	0	276400	1139100	1139100
42 Nags Head, S Andrew	173	139662	146661	9.83	172761	22500	9057	118596	150153	250	0	155156	635328	630600
43 New Bern, Christ	375	420400	400218	15.06	607431	82800	61669	272625	645128	438	0	416689	4781000	4302900
44 New Bern, S Cyprian	25	20000	20400	10.32	29749	3759	0	25567	29326	0	0	29749	1080800	1080800
45 Riegelwood, All Souls	12	14436	15779	14.45	18264	1450	1083	12226	14759	0	0	15852	163900	177900
46 Oriental, S Thomas	57	48995	52397	14.82	94032	5595	97	191264	196956	72	0	59508	0	0
47 Plymouth, Grace	28	25102	41268	13.92	49515	2140	100	40386	47004	193	0	44527	325000	565500
48 Roper, SS Luke & Anne	14	8700	10465	11.84	13327	1200	816	8805	10821	0	0	12511	0	0
49 Roxobel, S Mark	10	4950	5553	8.90	6415	400	783	3052	4235	0	0	6235	63700	61184
50 Shallote, S James	46	44500	38595	12.80	57147	900	2087	38547	45452	209	0	39901	0	0
51 Scranton, S John	0	0	3369	9.26	3369	250	47	2344	2641	0	0	3369	0	0
52 S Philip, St Phillips	77	66000	66033	8.76	77773	4800	0	66770	71570	262	0	77773	392380	305000
53 Sunbury, St Peter	5	0	7501	9.62	11990	1000	294	11441	12735	55	0	9674	73200	0
54 Swan Quarter, Calvary	0	0	2586	8.29	2586	250	14	2242	2506	0	0	2586	0	0

* Indicates incomplete or obsolete data.

	PLEDGES FOR NEXT YEAR		RECEIPTS				DISBURSEMENTS			CLERGY SALARIES (in $100)			PROPERTY	
	PLEDGING HOUSEHOLDS	AMOUNT PLEDGED	PLATE AND PLEDGE	$ PER HOUSEHOLD PER WEEK	TOTAL RECEIPTS	DIOCESE AND GEN. CHURCH	OTHER OUTSIDE	PARISH EXPENSES	TOTAL	RECTOR	OTHERS	NET DISPOSABLE BUDGET INCOME	PROPERTY VALUE	INSURANCE
55 Swansboro, S Peter	64	46064	46304	11.42	57534	2500	2257	51383	59213	213	0	54097	226300	226300
56 Thomas Landing, S Philip	0	0	9226	7.39	9831	710	2124	6476	14120	0	0	9831	132777	132777
57 Trenton, Grace	14	4000	5113	7.02	6154	500	301	6807	7608	48	0	6003	129200	129200
58 Vanceboro, S Paul	0	0	13901	8.10	16119	900	51	15351	17967	0	0	16119	190229	190229
59 Washington, S Paul	33	7325	8885	4.75	37983	800	415	9635	18313	0	0	12370	103700	103700
60 Washington, S Peter	257	272038	235349	11.60	276642	46600	4199	209243	260042	261	0	265742	1680869	0
61 Washington, Zion	25	15210	14256	7.62	23737	1200	1000	23169	26147	130	0	23737	350000	191696
62 Whiteville, Grace Church	32	42000	59622	23.40	59849	5047	2168	55041	62256	200	0	59849	500000	481000
63 Williamston, Advent	61	92441	89651	21.28	98400	17665	5062	63284	98187	308	0	92118	1415410	1273869
64 Wilmington, S Andrew	144	162246	131544	9.73	163523	10076	16873	117049	143998	301	0	147371	865000	864343
65 Wilmington, Servant	62	55508	54284	10.76	72830	3087	2260	66009	71356	213	0	68855	0	0
66 Wilmington, Gd Shepherd	66	38000	39662	7.20	51762	3000	0	55754	73254	148	0	43662	421700	421700
67 Wilmington, S James	378	290000	307094	9.51	737576	60000	8909	288103	571131	324	0	368183	2305550	2305550
68 Wilmington, S John	209	237634	244697	10.19	270527	56567	22943	191372	270882	275	0	257125	2325000	2012133
69 Wilmington, S Mark	194	190	44619	4.42	76876	2400	5309	49036	61617	0	0	55877	0	0
70 Wilmington, S Paul	81	62764	56028	8.04	106927	7644	27261	90262	143589	283	0	95629	360284	0
71 Windsor, S Thomas	41	0	63873	16.60	67935	8130	519	64092	72741	220	0	65687	511000	494545
72 Woodville, Grace	12	8920	9085	12.48	10412	2500	1999	4780	9279	0	0	9905	190000	0
	5134	5028596	5212133	12.55	7092868	829354	435289	4960597	7125377	0	0	5877102	39701268	33559374

Diocese of East Carolina

CONSTITUTION, CANONS
AND RULES OF ORDER
OF THE DIOCESE OF EAST CAROLINA
AND
CHARTER AND BY-LAWS
OF THE EPISCOPAL FOUNDATION
OF THE
DIOCESE OF EAST CAROLINA, INCORPORATED

1990

Constitution

ARTICLE I

Territorial Limits

This Diocese as established by the Sixty-seventh Convention of the Diocese of North Carolina, in May, 1883, at Charlotte, embracing all that portion of the territory of the State of North Carolina, which includes the counties of Hertford, Bertie, Martin, Pitt, Greene, Wayne, Sampson, Cumberland, Hoke and Robeson, and all the counties lying between these counties and the Atlantic Ocean, shall be known as the Diocese of East Carolina.

ARTICLE II

Accession to Consitution of Protestant Episcopal Church in the United States of America

The Church in this Diocese accedes to the Constitution and Canons of that branch of the Holy Catholic Church known as the Protestant Episcopal Church in the United States of America, and recognizes the authority of the General Convention thereof,

ARTICLE III

Time and Place of Meeting of Annual Convention

Section 1. There shall be an Annual Convention to meet within the Diocese at such time and place as may be determined by the next preceding Convention, or in the event of no such determination, at such time and place as may be agreed upon by the Bishop and Standing Committee, or appointed by the Standing Committee, in case of the disability of the Bishop, or a vacancy in his office.

Section 2. But the time or place of such meeting may be changed or Special Conventions may be called by the Bishop and Standing Committee or by the Standing Committee in case of disability or vacancy as provided in the preceding section, subject nevertheless to such Canonical provisions as may hereafter be made; provided that no Special Convention shall be called without at least thirty days notice, which notice shall be mailed by the Secretary of the Convention at least twenty days before the meeting of such Special Convention to each Clergyman entitled to a seat in the Convention, and to each Clerk of such Parish as has no Rector in charge, and to the Clerk of each Mission that has no missionary in charge, and shall specify the business and purpose for which said Special Convention is to be held; and no other business shall be proposed or acted upon except by a concurrent vote of two-thirds ot both orders present, voting by orders.

Section 3. Election shall be held by the several Vestries, or at the option of each Vestry, by the congregation, for delegates to special Conventions; but in the event of the failure to elect such delegates, those who were elected to the preceding Annual Convention—subject to the provisions of Article IV, Sections 3 and 4 of this Constitution—shall hold over.

ARTICLE IV
Personnel of Convention

Section 1. The Convention shall be composed of the two Orders—Clerical and Lay. The Bishop of the Diocese, or in his absence, the Bishop in charge as representing the Episcopal Authority shall, if present, preside at all meetings of the Convention.

The Bishop Coadjuter and the Bishop-Suffragan, if there be such, shall be entitled to seats and votes in the Convention, and if there be none such present, the Convention shall elect its presiding officer.

Section 2. Every Clergyman of the Church having been Canonically connected with and resident within the Diocese for three months next preceding any meeting of the Convention, including such portion of the time as he may have been a candidate for Orders, shall be entitled to a seat and vote in the Convention except in the election of a Bishop, in which case such connection and residence must have been for six months to entitle him to vote; provided, that the restriction as above in regards to residence shall not apply to professors, tutors or students in any institution of learning maintained in whole or in part by this Church, or to the clerical officers or agents of the Executive Council of the Episcopal Church or to Chaplains in the Armed Forces: provided further that any Clergyman who has been Canonically connected with the Diocese for at least three years and who has not been in attendance at one of the last three annual Conventions shall have seat and voice, but no vote, at any meeting of the Convention.

Section 3. (a) Each church within the Diocese, whether a parish or mission, shall be entitled to be represented by lay delegates according to the number of its confirmed communicants in good standing of sixteen years of age or older, as follows: from 10 to 50 such communicants, 1 lay delegate; from 51 to 100 such communicants, 2 lay delegates; from 101 to 300 such communicants, 3 lay delegates; from 301 to 500 such communicants, 4 lay delegates; over 500 such communicants, 5 lay delegates. The number of confirmed communicants in good standing of sixteen years of age or older shall be determined from each church's parochial report as of December 31st preceding the annual Convention. Each church's delegates shall be chosen by the Vestry, or at the option of the Vestry, by election by the congregation, from the confirmed communicants in good standing of sixteen years of age or older of the church.

(b) Any Parish or Mission within the Diocese, which has been acknowledged by the Bishop as the sponsoring parish or mission of a College or University Student Fellowship, shall be entitled to be represented by one additional student lay delegate. The student delegate shall be chosen by the Vestry by the sponsoring parish, or at the option of the Vestry, by election of the Student Fellowship.

Section 4. Each church shall be entitled to select one alternate lay delegate for each of its lay delegates, such alternate delegates to be chosen in the same manner as the delegates.

Section 5. (a) It shall be unlawful for the Convention to exclude or suspend from Lay representation any Parish or Mission neglecting or refusing to appoint delegates to the Convention for two successive years, or neglecting or refusing to comply with any

lawful requirement of the Convention; providing, that a vote of a majority of all the clergy present in the Convention, and two-thirds of the lay delegates present in the Convention shall be required for such exclusion or suspension.

(b) Any Parish or Mission which fails to keep or cause the keeping of the records or to file or cause the filing of the reports required by the canonical provisions shall be denied any representation at the next annual Convention and each one thereafter until such records are brought current and such reports are filed. However, if good cause is shown in the opinion of the Convention delegates, the Parish or Mission may be relieved of the penalty prescribed by this paragraph by a vote in favor of such relief by two-thirds of the delegates voting on the question. If a vote by orders is called for, relief of the penalty must carry by two-thirds of the votes cast in each order.

Section 6. If any Parish or Mission shall neglect or decline to appoint Lay Delegates, or shall have been excluded or suspended from the right of doing so by the Convention, or if any or all those appointed shall not be present, such Parish or Mission shall nevertheless be bound by the acts of the Convention.

Section 7. In a vote by Orders and Parishes in any session of the Convention, no delegation from any church shall have a vote if such church has not been represented in at least one of the last three, consecutive, regular annual meetings of the Convention.

ARTICLE V
Powers of Convention

Section 1. The Convention shall be sole judge of the election and qualification of its own members. It shall have power to adopt Rules of Order for its own government, elect officers and raise funds; and shall have such other legislative powers as may be necessary and proper for the well-being of the Diocese.

Section 2. The Convention shall have no power to pass any Canon infringing the Episcopal Authority, but may adopt resolutions of advice or inquiry or institute any proceedings deemed necessary for the purpose of impeachment of the Bishop.

ARTICLE VI
Quorum

To constitute a quorum for the purpose of ordinary business the presence of a majority of all the clergy entitled to a seat and vote (exclusive of non-parochial clergy) and of a majority of the lay delegates entitled to representation in the Convention shall be necessary. Any less number shall be competent to receive reports and to adjourn.

ARTICLE VII
When to Vote by Orders
When to Vote by Orders and Parishes
When to Vote by Delegates

Section 1. Upon any question before the Convention when it may be required by any one clerical or lay member, the two Orders shall vote separately. If a vote by Orders is required, each clerical

member shall be entitled to one vote and each lay member to one vote and concurrence of majorities of both Orders shall be necessary to a decision. If a vote by Orders and Parishes is required, each clerical member shall be entitled to one vote; the delegation from each church with five lay delegates shall be entitled to one vote, the delegation from each church with four lay delegates shall be entitled to four-fifths vote, the delegation from each church with three lay delegates shall be entitled to three-fifths vote, the delegation from each church with two lay delegates shall be entitled to two-fifths vote, the delegation from each church with one lay delegate shall be entitled to one-fifth vote; and a concurrence of majorities of both Orders shall be necessary to a decision. When no such division is called for, each member of the Convention shall be entitled to one vote.

Section 2. All elections shall be by ballot unless otherwise unanimously ordered.

ARTICLE VIII

Officers of Convention

Section 1. The Convention shall annually elect a Secretary, a Treasurer, a Chancellor and a Historiographer.

Section 2. Should there at any time be no such election, then the officers last before elected shall hold over until such election shall be had.

Section 3. Should the office of Secretary, Treasurer, Chancellor or Historiographer become vacant at any time preceding the annual election, the Ecclesiastical Authority shall power to fill the vacancy till such time as election shall be held.

ARTICLE IX

Standing Committee

Section 1. The Standing Committee shall consist of three clergymen of the Diocese and three lay persons, confirmed communicants in good standing of sixteen years or older and residents of the Diocese. The members of the Standing Committee shall be elected by the Convention for three year terms, with one clergyman and one lay person elected annually; provided that the number elected and the terms may be varied initially to produce such staggered terms. No member who has served on the Committee shall be eligible for re-election, or appointment to fill a vacancy, until one year after the expiration of his term. The Committee shall elect its President and Secretary annually and shall have power to fill, until the next Annual Convention, any vacancy that may occur on the Committee.

Section 2. In case of the absence or inability of the Bishop, the duties assigned to him by this Constitution shall be performed by the Bishop-Coadjuter (if there be one), in so far as it is not inconsistent with the Constitution and Canons of the General Convention.

Section 3. Where there is no Bishop the Standing Committee shall be the Ecclesiastical Authority of the Diocese, and, as such,

may invite the temporary services of other Bishops, and, for due cause, may change the time or place of the annual meetings of the Convention, and they may also summon special Conventions, and shall do so upon the call of one-third of the Clergy of the Diocese, or of one-third of the Parishes in union with the Convention, as appearing upon the lists of the Journal last before published. And although there be a Bishop, the Standing Committee shall have power to call Special Conventions for the purpose of proceedings relative to his impeachment, and shall do so upon a similar requisition by the Clergy or Laity.

ARTICLE X

Organization of Missionary Congregations

Section 1. Any ten or more confirmed comminicants in good standing of sixteen years of age or older may organize themselves into a Mission, and be received into union with the Convention, by taking such steps as may be provided for by Canon.

Section 2. The Bishop of the Diocese may, with the written consent of the Rector of any Parish (a copy of which shall be filed with the Historiographer of the Diocese), establish, within the limits of such Parish, Missionary Congregations, whose Ministers shall be independent of the Rector and responsible to the Ecclesiastical Authority only; provided, that with the advice and consent of the Standing Committee, the Bishop shall have power to establish such independent Missionary Congregations without the consent of the Rector.

ARTICLE XI

Authority of Rectors

Section 1. Any Presbyter regularly called to the charge of a Parish and entering thereupon shall, during the time of such charge, be held to be the Rector of said Parish.

Section 2. The Rector is recognized as having, by virtue of his office, the exclusive regulation, under his Canonical superiors, of all spiritual concerns of the Parish; as being entitled at all times to have access to the Church building and to open the same for services or instruction of this Church as he may deem proper; to call meetings of the Vestry or congregation, when present to preside at the same, and in case of a tie to give the deciding vote.

ARTICLE XII

Canons for Trial of Clergymen

The Convention shall pass Canons for the trial of Clergymen.

ARTICLE XIII

Rule of Voting for Election of a Bishop, Bishop Coadjutor, or Bishop Suffragan

In the election of a Bishop, or Bishop Coadjutor, or a Bishop Suffragan, the Convention shall vote by ballot and by Orders and

Parishes, as described in Article VII, Section 1, and the concurrence of a majority of all the clergy entitled to seats in the Convention and a majority of the lay delegates voting by parishes (churches) shall be necessary to an election. All clergymen who have been retired on account of age or disability and all non-parochial clergy are entitled to a seat and, if otherwise entitled thereto, to a vote in the Diocesan Convention, but their absence at any Convention shall not be counted in determining a constitutional majority.

ARTICLE XIV

Rules of Voting in Parochial and Mission Elections

In all Parochial and Missions Elections, those entitled to vote therein shall meet the following qualifications.:

1. Be confirmed.
2. Be sixteen (16) years of age or older.
3. Be a communicant in good standing of the Parish or Mission.
4. Shall have subscribed the following declaration, to wit:

   We the undersigned, do hereby consent to be governed by the Constitution and Canons of the Church, as set forth in the General Convention, and by the Constitution and Canons of the Church in this Diocese.

ARTICLE XV

Method of Amending Canons

No new Canon shall be passed, nor shall any existing Canon be amended, upon the day upon which said new Canon or amendment may be proposed, without unanimous consent. Nor, without a similar consent shall the question upon the passage of such Canon or amendment be finally put without previous reference to a committee.

ARTICLE XVI

Method of Amending the Constitution

Any proposition to alter this Constitution shall be made in writing, and if approved by a majority of the Convention, shall be submitted to the next Convention; and if then approved by a majority of each of the two Orders present, voting by Orders and Parishes as described in Article VII, it shall become a part of this Constitution.

ARTICLE XVII

When Amendments Become Effective

All Constitutional amendments shall take effect from and after the adjournment of the Convention at which they shall have been ratified, unless it shall be otherwise ordered by a vote by Orders.

CANONS

CANON 1

List of Members of the Convention and Committees

Section 1. Clergy. It shall be the duty of the Secretary, before the opening of the Annual Convention, to apply to the Ecclesiastical Authority for a correct list of the Clergy entitled to seats. Such lists shall be prima facie evidence of said title, and from it the Secretary shall prepare the roll for the purpose of organization.

Section 2. Laity. The Clerk of the Vestry of each Parish and the Clerk of each Mission electing Lay Delegates to the Convention shall furnish three certificates of said election, whereof one shall be handed to the Delegates elect, one shall be forwarded to the Secretary of the Convention, and one to the Minister of the Parish where the Convention is to be held, the latter two to be mailed at least two weeks before the time appointed for the opening session. From these certificates the Secretary shall prepare a list of Lay delegates to ascertain the presence of a quorum, and shall insert no name upon the list without the evidence of one of said certificates, unless specially directed by the Convention. Defective or doubtful certificates shall be laid aside to be acted upon after the Convention shall have been organized.

Section 2.1 Communicant. Wherever the word communicant appears in these canons, such word is hereby defined to mean "a confirmed communicant in good standing of sixteen years of age and over."

Section 3. Ex-Officio Members. The Trustees of the Diocese, the members of the Standing Committee, the members of the Executive Council, the Directors of the Episcopal Foundation of the Diocese of East Carolina, Incorporated, the members of committees and commissions elected by the Convention, the Secretary, Treasurer, Chancellor, and Historiographer shall be ex-officio members of the Convention, but without the right to vote.

Section 4. The following committees shall be included in the committees of the Convention:

(a) The Committee on Canons shall consist of three clergymen and three lay persons, appointed by the Bishop at the annual Convention.

(b) The Committee on Relations to and Communications from the General Convention shall consist of the elected clerical and lay deputies to the General Convention and such other persons, not exceeding four, as may be appointed by the Bishop at the annual Convention; the clerical deputy elected by the largest number of votes shall be chairman of the committee.

(c) The Diocesan Convention Committee shall consist of three clergymen and four lay persons, appointed by the Bishop. The Secretary of the Convention and the Chairman of the Liturgical Commission shall be ex-officio members of the committee. The committee shall make recommendations with regard to the dates and places of annual and special Conventions, shall make proper arrangements for each meeting, shall

set registration fees and other charges, shall prepare and submit annually to the Finance Department a budget for expenses of the Convention and for publication of the Diocesan Journal, shall keep records of receipts, disbursements and proceedings, and shall perform such other duties as may be assigned by the Convention or by the Bishop.

(d) The Committee on the Bishop's Address shall consist of two clergymen and three lay persons, appointed by the Bishop. The committee shall consider the Bishop's Annual Address and shall report to the Convention as the committee deems appropriate.

CANON 2

Services

On the first morning of any annual or special meeting of the Convention the Holy Communion shall be administered.

CANON 3

Rules of Order

The Convention shall adopt Rules of Order, which shall continue in force until altered.

CANON 4

Secretary

Section 1. The Secretary shall issue notices of all meetings of the Convention under direction of the Ecclesiastical Authority. He shall prepare the Canonical list of the Clergy and Lay Delegates entitled to seats therein. In the Absence of both the Bishop and the President of the Standing Committee, he shall call the Convention to order for the purpose of organization. He shall keep a record of its proceedings, under its direction, in a suitable book to be kept for that purpose. He shall be admitted to a seat in the Convention and to participation in its deliberations, without the right of voting.

Section 2. He shall prepare and issue the Journals as may from time to time be directed by the Convention, and shall preserve thirty copies of the same for the use of the members of the next succeeding Convention, together with such other papers in his keeping as he may think likely to be required for reference. He shall also prepare a complete list of the parishes and missions entitled to representation and shall publish such list in the Journal.

Section 3. He is hereby authorized upon voucher approved by the Chairman, or other designated member of the Department of Finance to draw upon the Treasurer for the amount of expenses necessarily incurred from time to time, in discharging the duties prescribed by this Canon.

Section 4. The Secretary of each Parish and Mission is directed to transmit to the Secretary of the Diocese, as soon as practical after the election of delegates to each annual Convention of the Diocese, a list showing the names of the delegates and alternates to said Convention from his Parish or Mission.

CANON 5
Treasurer

The Treasurer shall have custody of all funds, monies and securities belonging to the Diocese, except trust funds vested in the Trustees of the Diocese and trust funds held by The Episcopal Foundation of The Diocese of East Carolina, Incorporated. For purposes of the preceding sentence trust funds vested in the Trustees of the Diocese shall include funds, monies and securities (and reinvestments thereof) given or bequeathed to the Diocese or the Trustees, or transferred to the Trustees, (a) in trust or specific terms stated in an agreement or will, or (b) with restrictions or designations as to use of principal or income and under conditions which require holding the funds, monies and securities for longer than twelve months. The Treasurer under the direction of the Convention, or of the Executive Council between meetings of the Convention, shall receive, manage, invest, disburse and transfer the funds, monies and securities in his custody, and shall keep and return an account thereof to the Executive Council for incorporation in its report to the Convention, a reasonable time prior to each annual meeting of the Convention. Said report shall include a complete list of all securities belonging to the Diocese (other than securities vested in the Trustees of the Diocese). He shall give bond for the faithful discharge of his duties in such sum as the Executive Council shall from time to time designate, such bond to be approved by and deposited with the Trustees of the Diocese. He shall be admitted to a seat in the Convention and to participation in its deliberations, without the right of voting.

The Treasurer is authorized, with the approval of the Executive Council, to transfer funds and monies belonging to the Diocese to The Episcopal Foundation of The Diocese of East Carolina, Incorporated, to be held temporarily or for a specified or indefinite time, to be managed and invested by the Foundation and to be returned to the Treasurer in accordance with his instructions.

CANON 6
Chancellor

The Chancellor, who shall be a member of the legal profession, and a communicant of the Church in this Diocese, shall be elected upon nomination by the Bishop. He shall be the legal advisor of the Bishop, of the Standing Committee, of the Executive Council and of the Trustees of the Diocese and counsel in all suits of law that may arise in the administration of the affairs of the Diocese. He shall be admitted to a seat in the Convention and to participation in its deliberations, without the right of voting.

If the Chancellor dies, resigns or becomes incapacitated, his successor shall be appointed by the Bishop to serve until the next Annual Convention.

CANON 7
Historiographer

Section 1. The duty of the Historiographer shall be to receive and safely keep all books, documents and manuscripts belonging

to the Diocese not required to be kept by any other persons or officer. He shall also collect and preserve such materials as can be obtained relative to the history of the Diocese and of particular Parishes, and shall catalogue and classify all books, documents and papers, so as to make their contents accessible for reference.

Section 2. He shall annually report in writing to the Convention, showing with such detail as may be expedient, the condition of the materials in his hands, and the additions made to them from time to time, with such suggestions as he may deem proper concerning them. He shall be admitted to a seat in the Convention, and to participate in its deliberations without the right of voting.

CANON 8

The Executive Council

Section 1. The Executive Council, as hereinafter constituted, shall administer and carry on the Missionary, Educational and Social Work of the Church in this Diocese, of which work the Bishop shall be the executive head.

Section 2. The Executive Council shall exercise all the powers of the Diocesan Convention, between the meetings thereof, in connection with the unification, development and prosecution of the work of Missions, Church Extension, Religious Education, Christian Social Service and the Church Pension Fund and all Diocesan Institutions; for the performance of such work as may be committed to it by the Diocesan Convention, and for the initiation and development of such new work between said meetings as it may deem necessary, subject however, to the provisions of the Constitution and Canons, and other directions of the Diocesan Convention.

Section 3. The Executive Council shall be composed of the Bishop, the Bishop Coadjutor and Bishop Suffragan (if there be such) and twenty-one members elected by the Convention, of whom nine shall be clergymen of the Diocese and twelve shall be lay persons, communicants in good standing sixteen (16) years of age or older and residents of the Diocese. The President of the Standing Committee, the Secretary, the Treasurer, and the Chancellor shall be ex-officio members of the Executive Council, without the right of voting. Except with respect to the President of the Standing Committee, as above provided, no member of the Standing Committee shall be eligible to serve at the same time as a member of the Executive Council.

Section 4. The members of the Executive Council shall be elected for three year terms. Three clergymen and four lay persons shall be elected at each annual Convention; provided, however, at the 1975 annual Convention, three clergymen shall be elected for terms of three years, four lay persons shall be elected for terms of three years, one lay person for a term of two years and one lay person for a term of one year. A member who has served on the Council for as much as one full year shall not be eligible for reelection, or appointment to fill a vacancy, until one year after the expiration of his term. The Executive Council shall have power to fill any vacancy in the Council that may occur through death

or resignation of any member. Appointments to fill any such vacancy shall be for a period expiring at the close of the next annual Convention. Any person appointed to fill a vacancy who is eligible for election but is not elected to the Executive Council at the next annual Convention may not be appointed to fill any vacancy for a period of one year following such Convention.

Section 5. The Bishop shall be the Chairman of the Council. The Council may elect one of its own members, whether clerical or lay, as Vice-Chairman and prescribe his duties. The Secretary of the Convention shall be the secretary of the Executive Council.

Section 6. The Executive Council shall provide for a Department of Finance or Finance Committee and shall have power, from time to time, to organize such other departments and committees as it may deem necessary or advisable to carry out its responsibilities, and it shall determine the scope of the work of all departments and committees. The Bishop shall appoint the chairman and members of each department or committee. Each department or committee shall make a report, at least annually, to the Bishop and the Executive Council. The Executive Council may enact all necessary by-laws for its own government, and for the government of each department and committee, subject to the provisions of the Canons of the Diocese and any resolutions adopted by the Convention of the Diocese.

Section 7. The Executive Council shall submit to each annual meeting of the Diocesan Convention a report of the work done under its supervision for the preceding year, which report shall include the annual report of the Treasurer. The Executive Council shall also at each annual meeting of the Diocesan Convention, submit for its approval and adoption a budget for all the work committed to the Council, including the general work of the Church in the Diocese, and such other work as it has undertaken, or proposed to undertake for the ensuing year. The following, among other items, shall be included in budgeted income: pledges of Parishes and Missions for the support of the Diocese, including pledges from prior years, any budget surplus from the preceding year, and unrestricted income from trust funds, investments, permanent or unappropriated funds and reserves and from The Episcopal Foundation of The Diocese of East Carolina, Incorporated. Provision may be made in said budget for the necessary and reasonable expenses of the officers and members of the Executive Council. Such budget and estimate shall be considered by the Diocesan Convention and appropriate action taken. The Executive Council shall have power to expend all sums of money provided for in said budget as adopted by the Diocesan Convention. The Executive Council shall have power to make or delegate to others the making of all decisions with regard to the acceptance, receipt, use, management, investment, disbursement and transfer of unbudgeted receipts and gifts or bequests of money, securities or property received by the Diocese or any officials or agencies thereof (except gifts or bequests to the Bishop's Discretionary Fund and to the Episcopal Foundation of The Diocese of East Carolina,

Incorporated), subject, however, to the provisions of any will, agreement, restriction or designation governing such gifts or bequests and subject to action of the Diocesan Convention.

Section 8. The Executive Council shall meet with the Bishop at such stated times as it, with his concurrence shall appoint, at least twice a year, and at such other times as he shall convene it. Eleven voting members of the Executive Council, including at least four in the Clerical Order and six in the Lay Order, with the Bishop or Vice-Chairman, shall constitute a quorum; the Vice-Chairman, if a voting member, shall be counted as a member in determining a quorum. A meeting shall be called by the Bishop, or if there is no Bishop in the Diocese, by the Vice-Chairman, at any time upon written request of at least five members of the Executive Council. Ten days notice of such meeting shall be given by the Secretary.

Section 9. All salaries, other than that of the Bishop, and those fixed by the Diocesan Convention, shall be fixed by the Executive Council.

Section 10. With the exceptions hereinafter noted, all departments, committees, commissions and boards of the Diocese shall be responsible to and shall report at least annually to the Bishop and Executive Council. The exceptions are: the Standing Committee; the Committee on Canons; the Committee on Relations to and Communications from the General Convention; the Trustees of the Diocese; the Committee on Parishes and Missions; the Church Pension Fund Committee; any committee apointed by the Bishop which is directed to be responsible and to report only to him; and committee appointed or elected by the Convention or under its authority which is directed to be responsible and to report only to the Convention or to report in a manner inconsistent with this Section 10. The Executive Council shall be the sole custodians of all existing committee records and reports.

Section 11. The Bishop may appoint clergyman and lay persons of the Diocese, not exceeding eighteen in number, as members of a Consulting Committee. Members of the committee shall serve for one year. They may attend meetings of the Executive Council at the invitation of the Bishop and may participate in its deliberations but shall have no right of voting.

CANON 9

The Episcopal Foundation of The Diocese of East Carolina, Incorporated

The Episcopal Foundation of The Diocese of East Carolina, Incorporated, herein called the Foundation, is a diocesan corporation created under the law of North Carolina for the purpose of holding, managing and investing property of the Diocese of East Carolina, either temporarily, for a specified or indefinite time, or permanently, and for the purpose of providing (1) funds, the income from which is to be used for the promotion of new work in the Diocese of East Carolina and for the development of the religious, educational and charitable work of the The Protestant Episcopal Church in the Diocese of East Carolina, (2) funds to be used for making loans to

parishes, missions, diocesan institutions and church organizations for capital improvements, (3) funds for capital grants to parishes, missions, diocesan institutions and church organizations for capital improvements, and (4) unrestricted funds for use at the discretion of the Board of Directors of the Foundation.

The Foundation is authorized to receive gifts, devises and bequests of real and personal property from individuals, contributions or donations from churches, corporations and organizations, transfers of funds from the Treasurer of the Diocese pursuant to Canon 5, and transfers of property from the Trustees of the Diocese pursuant to Canon 12, Section 2. Money or property given by donors to the Foundation without restrictions on disposition or use may be placed in an income fund, a loan fund, a capital grant fund, or an unrestricted fund in the discretion of the Board of Directors of the Foundation. Gifts will be accepted subject to restrictions by donors that only income from the gifts may be spent, that the principal may be used only for revolving loans or for capital grants, or that the gifts or the income therefrom may be used only for designated purposes in or for the benefit of the Diocese of East Carolina; provided, however, that the Foundation may decline to accept any gift, bequest or devise the purpose of which does not conform to the purposes set out in this Canon and the charter of the Foundation or which would be burdensome or impractical to administer.

The operation of the Foundation shall be under the control of its Board of Directors, who shall be selected by the Diocesan Convention as set out in the by-laws of the Foundation. Foundation income available for expenditure for diocesan purposes, after payment of operating expenses of the Foundation, and funds available for loans and grants to churches or other recipients thereof shall be paid to the Treasurer of the Diocese for disbursement by him.

The Board of Directors of the Foundation shall annually make a report to the Diocesan Convention showing the names of the several funds, trusts or endowments held by it, the sources, dates and amounts thereof, the terms governing use of principal and income, the manner in which the funds are invested, the disbursements or payments made during the year and the purposes for which said disbursements have been made. The Board of Directors of the Foundation shall make a similar report to the Executive Council as often as required by the Executive Council and not less frequently than each six months.

CANON 10

A. Deputies to the General Convention

Section 1. At each Annual Convention held in the year preceding the year in which a regular session of the General Convention is held, there shall be elected four clerical Deputies, who are Presbyters canonically resident in the Diocese, and four Lay Deputies to the General Convention, who shall be communicants of this Church, having domicile in the Diocese. There shall also be elected four alternate Clerical and four alternate Lay Deputies,

subject to the same provisions as the original Deputies above mentioned. Such election may, if the Convention so decrees by a majority vote, be made upon a majority of the votes cast, or upon a plurality, whereby the four persons receiving the four highest number of votes shall be elected as Deputies, and the four next highest shall be elected as Alternates.

Section 2. The members of the deputation who are elected shall be recorded in the order of their election as indicated by the number of votes cast for each and in the case of the same number of votes having been cast for two or more in either Order, precedence shall be given to the Clerical alternates in the order of official, and to the Lay alternates in the order of personal seniority; and the Secretary shall insert the names of the alternates in this order upon the Journal.

Section 3. Deputies elected to the General Convention, finding themselves unable to attend, shall, four weeks at least before the time of meeting, give notice of the Diocesan Secretary, who shall at once notify the proper alternate.

B. Delegates to the Provincial Synod

Section 4. The Executive Council shall elect such number of clergy and lay delegates as it deems advisable to attend the Provincial Synod. Such election shall take place at such time as shall be convenient to give timely notice to the Synod of such election.

CANON 11

Trustees of the University of the South

Section 1. There shall be elected by the Convention at such intervals as are, or may be required by the Constitution or Statutes of the University of the South, one Presbyter and two Laymen, as members of the Board of Trustees of that institution on the part of the Diocese.

Section 2. The said members shall annually report to the Convention the condition and progress of the University, with such particulars in regard to the various departments as they may deem necessary to inform the people of the Diocese as to the literary, moral, and spiritual value of the work of that institution and its claims upon them for patronage and support.

Section 3. In case of the death, resignation or disability of any of the Trustees elected on the part of this Diocese, the vacancy may be filled by the Ecclesiastical Authority until an election for that purpose shall be made by a succeeding Convention.

CANON 12

Trustees of The Diocese

Section 1. The Bishop, or when there is no Bishop, the President of the Standing Committee, together with two (2) lay persons to be elected by the Convention, shall constitute the Board of Trustees for the Church in this Diocese. The Trustees under the direction of the Convention, or of the Executive Council between

meetings of the Convention, shall receive, hold, manage, invest, disburse and transfer trust funds vested in the Trustees, which trust funds shall include funds, monies, and securities (and reinvestments thereof) given or bequeathed to the Diocese or the Trustees, or transferred to the Trustees, (a) in trust on specific terms stated in an agreement or will, or (b) with restrictions or designations as to use of principal or income and under conditions which require holding the funds, monies and securities for longer than twelve months. The Trustees shall hold title to real estate vested in them as provided in this Canon. The provisions of any will or agreement controlling investment, management, use or disbursement of funds and property vested in the Trustees shall be complied with in each instance. The Trustees shall keep the Diocesan House in repair and the grounds in good order to provide an allowance for these purposes.

Section 2. The two (2) lay members of the Board of Trustees shall serve a term of two (2) years but may not serve more than two (2) consecutive two-year terms. The terms of these two (2) lay persons shall be staggered so that one will be elected at each annual Convention. In 1974, the person receiving the highest number of votes shall serve a one year term. Thereafter, persons elected to the Board of Trustees shall serve for two (2) years or until their successors are elected.

Persons eligible for election shall be eighteen (18) years of age or older, communicants in good standing and residents within the Diocese.

Section 3. The Trustees of the Diocese are authorized with the approval of the Executive Council, to transfer trust funds and other investment property of the Diocese, vested in or held by the Trustees, to The Episcopal Foundation of The Diocese of East Carolina, Incorporated, to be held, managed, invested and used for the benefit of the Diocese, subject in every case to the provisions of any will or agreement controlling investment, management, use or disbursement of said funds and property, and subject to applicable federal and state laws and the constitution and canons of this Diocese and The Protestant Episcopal Church. At any time, on reasonable notice, the Trustees with the approval of the Executive Council may require The Episcopal Foundation of The Diocese of East Carolina, Incorporated to return and transfer back to the Trustees any trust funds or other investment property transferred to the Foundation pursuant to this section.

Section 4. Whenever the title to real property in any Parish is vested in the Trustees of the Diocese for the benefit of the Parish, the said Trustees shall have the power to convey said property upon the written request of the Vestry of such Parish, if in the opinion of said Trustees it is advisable so to do; but if, in their opinion, it is not advisable to make such conveyance, they shall report the facts to the next Convention.

Whenever title to real property is vested in the Trustees for the benefit of any Mission or organization of the Diocese, other than a Parish, the said Trustees shall have the power to convey said property upon written request and approval of the Bishop, or the

Ecclesiastical Authority, and upon like request shall have power to convey the property and reinvest the proceeds in other property, such reinvestment to be held in trust for the benefit of such Mission or organization.

The title of all real estate belonging to this Diocese in its own right is hereby declared to be vested in the Trustees of the Diocese, and the Trustees of the Diocese are hereby authorized to convey said property in fee simple, whenever in their judgment such action is for the best interest of the Diocese, but no such action shall be taken except by unanimous consent of all the Trustees of the Diocese.

Section 5. Any vacancy occurring in this Board by death or otherwise may be filled by the Ecclesiastical Authority.

CANON 13
Diocesan Commission on Ministry

Section 1. There shall be a Diocesan Commission on Ministry, consisting of eight priests of the Diocese, one Vocational Deacon, and four lay persons, communicants and residents of the Diocese. The members of the Commission shall be elected by the Convention, on nomination by the Bishop, for four-year terms. One Vocational Deacon will be elected every four years. Two priests and one lay person will be elected annually; provided, that the number elected and the terms may be varied initially to produce such staggered terms. No member who has served on the Commission shall be eligible for re-election, or appointment to fill a vacancy, until one year after the expiration of the member's term. The Standing Committee shall elect priests, the Vocational Deacon, or lay persons, on nomination by the Bishop, to fill any vacancy that may occur on the Commission between the annual meetings of the Convention. The chairman of the Commission shall be a priest designated annually by the Bishop.

Section 2. The Commission shall perform the duties and functions prescribed in Title III, Canon 1 of the General Church Canons, shall conduct and evaluate the examination of persons for Holy Orders, in supporting the development, training, utilization and affirmation of the ministry of the laity and the world, and shall perform such other duties as may be assigned to it by the Bishop.

This change is necessary so as to affirm the reasoning behind the General Canon changes, that is, to reaffirm lay ministry as well as clerical.

CANON 14
Organization of Parishes and Missions

Section 1. A new Parish may, upon application, be admitted into union with the Convention, if duly organized according to the requirements set forth in the following section of this Canon, and if, in the judgment of the Convention (upon favorable report of a committee appointed for the purpose of inquiry into the case), the Parish gives promise of such sufficient strength as will enable it to permanently maintain its organization.

Section 2. The requirements for the organization of a new Parish shall be:

First: To obtain the written consent of the Ecclesiastical Authority.

Second: If within the limits of some already existing Parish or Parishes, to obtain the written consent of the Rector or Rectors of said Parishes.

Third: To assume a suitable name and elect a Vestry, as prescribed in Canon 15 "Of the Vestry."

Fourth: To provide a book with a caption for the signature of all the voters in the Parish consenting to be governed by the Constitution and Canons of the General Convention and of this Diocese, as directed in Article X, Section 3, of the Constitution of this Diocese.

And every new Parish applying for admission into union with the Convention shall present satisfactory evidence that all of the above requirements have been duly complied with.

Section 3. Any Missionary Station outside the limits of any Parish, may at his discretion, be organized by the Bishop as a Mission, and the Bishop may at any time dissolve such organization. Upon the organization of the Mission the Bishop shall appoint a Church Warden, a Clerk and Treasurer (if he deems it expedient, combining any two of these offices in one person) who with the Minister-in-charge shall constitute a Board of Trustees. These officers shall serve for one year or until the successors are appointed or elected.

Annually thereafter the Bishop shall appoint the Church Warden and after due public notice the qualified voters of the Mission shall in the Advent Season elect from their number not more than four nor less than two other Trustees, who shall serve for one year or until their successors are elected. The trustees and the officers shall, as far as possible, discharge the duties belonging to the members of a Vestry of a Parish, except the power to elect and call a minister. The Ecclesiastical Authority shall appoint the Minister-in-charge, who when present, shall preside at the meetings of the Trustees, and, in case of a tie, shall have a casting vote.

Section 4. The congregation of any duly organized Mission either without or within the limits of any already existing Parish may elect from their number one or more delegates to the Convention, in accordance with Article IV of the Constitution.

Section 5. The churches in the Diocese are divided into two classifications, as follows:

1. Parish: A church which has a congregation of not less than 25 confirmed Christians who conscientiously strive for the spread of Christ's Kingdom at home and in the world.

2. Mission: A church which has a congregation of not less than 10 and not more than 24 confirmed Christians who conscientiously strive for the spread of Christ's Kingdom at home and in the world.

Each parish and mission in the Diocese shall make and pay an annual pledge for support of the Diocese and National Church.

Section 6. There shall be a regular committee of the Diocesan Convention denominated the Committee on Parishes and Missions. This committee shall be composed of two Clergymen and three

Laymen, all of whom shall be selected by the Bishop at each Annual Convention. This committee shall meet annually, at least thirty days before the date of the Annual Convention, and at such additional times as called by the Bishop, designating the time and place of meeting. It is the duty of this committee to review the affairs of each Parish and Mission in the Diocese to determine its proper classification under Section 5 of this Canon and to report such status to the Bishop and Annual Convention; and this committee shall also perform the duties of the committee provided for in Section 1 of this Canon.

Section 7. Every clergyman in parochial ministry in the Diocese shall work full-time for the church or churches he serves and shall receive from church sources not less than the minimum salary and allowances prescribed by the Convention, provided that the Bishop may give his written approval, annually, for a clergyman to serve on a part-time basis and to receive from church sources for such part-time service less than the minimum compensation.

CANON 15

Of The Vestry

Section 1. In every Parish there shall be an Annual Election upon the Monday after the first Sunday in Advent, or on such day thereafter as the Rector and Vestry may appoint, of a Vestry consisting of not less than three and not more then twelve members, who shall be communicants of 16 years of age or older and in good standing. The members of the Vestry thus elected shall continue in office until their successors are chosen. Provided, however, that any Parish may, with the approval of the congregation, elect not more than one-third of the members of the Vestry to serve for a period of two years and not more than one-third of such members to serve for a period of three years, and the members so elected shall serve for the term indicated and until their successors are duly elected and qualified. Any such Parish may provide that no retiring member of its Vestry shall be eligible for reelection until there shall have elapsed a period of one year. Those qualified to hold the office of Vestry person shall be as follows: Any communicant of the Parish in good standing, and who is not less than sixteen years of age and a regular participant in the public worship of the Church.

Section 2. Each Vestry shall annually elect a Senior and a Junior Warden from among their own number, the former upon nomination of the Rector. If there be no Rector the election shall proceed without such nomination. It shall be the duty of the Wardens especially to provide the Elements for the Lord's Supper, to keep and disburse the alms in case the Parish is destitute of a Minister; also, in such case, to provide for the celebration of Public Worship and the instruction of the congregation by occasional Clerical services or by Lay Reading as circumstances may admit. In the absence of the Rector or Minister-in-charge, or if there be none, the Wardens shall preside in all meetings of the Vestry or Congregation in order of their official seniority.

Section 3. The Vestry shall elect a Clerk, whose duty it shall be to take and record the minutes of their proceedings, attest the public acts of the Vestry, preserve all records and papers belonging to the Parish, perform all such other duties as shall be legally assigned to him, and faithfully to deliver into the hands of his successor all books and documents that may be in his possession belonging to the Parish.

Section 4. The Vestry shall elect a Treasurer whose duty it shall be to receive and disburse all monies collected under the authority of the Vestry, the collection and disbursement of which is not otherwise provided for. He shall keep an accurate account of all monies that come into his hands, and submit an exhibit of same semi-annually, and whenever called upon to do so.

Section 5. The Vestry shall be Trustees of the Parish, and shall take charge of the Property of the Church, regulate its temporal concerns, elect and call a minister and provide for his maintenance; keep order in the Church; and in general act as helpers to the minister in whatever is appropriate to Laymen for the furtherance of the Gospel.

Section 6. (a) The Rector of every Parish shall, ex-officio, preside at meetings of the Vestry or the Congregation, and shall be entitled to a casting vote in case of a tie, in all questions except those in which he may be personally concerned.

(b) The Rector shall have the power to call Vestry meetings, other than regular, at any time, giving reasonable notice, specifying the business for which the meeting is called, and it shall be his duty to do so whenever to may be requested by three members of the Vestry. Should the Rector refuse to call a meeting of the Vestry, it shall be competent to the Wardens, or any three of the Vestry, as above provided, to call one; provided, that the Rector shall have due notice of the same.

(c) In the Rector's absence, or if the Parish is without one, the Senior Warden, or any two members of the Vestry, shall have power to call special Vestry meetings, subject to the above provisions.

Section 7. Regular meetings of the Vestry shall be held as they may determine, but there shall be not less than four such meetings in each year.

Section 8. Vacancies in the Vestry, caused by death, resignation or otherwise, may be filled by the remaining members for the unexpired portion of said term.

Section 9. Every person chosen Vestryman shall qualify by subscribing to the following declaration and promise: "I do believe the Holy Scriptures of the Old and New Testament to be the Word of God, and to contain all things necessary to salvation; and I do yield my hearty assent and approbation to the doctrines, worship and discipline of the Protestant Episcopal Church in these United States; and I promise that I will faithfully execute the office of Vestryman of _____ parish (or Church) in _____ County (or City), according to my best knowledge and skill." No person shall act or

vote as Vestryman until he has subscribed to this declaration and promise.

CANON 16

Call of a Minister

Section 1. When there is no Rector the Vestry shall have power to call a Minister in accordance with Episcopal Church and Diocesan Constitutions and Canons. The Vestry of a parish calling a Minister shall offer him a salary and allowances not less than the then existing minimums for mission clergymen set by the Diocesan Convention. The Rector shall not have power to appoint a permanent assistant without the consent of the Vestry.

Section 2. When a Parish or Congregation becomes vacant the Church Wardens or other proper officers shall notify the fact to the Bishop. If the authorities of the Parish shall for thirty days have failed to make provision for the services, it shall be the duty of the Bishop to take such measures as he may deem expedient for the temporary maintenance of Divine Services therein.

Section 3. No election of a Rector shall be had until the name of the Clergyman whom it is proposed to elect has been made known to the Bishop, if there be one, and sufficient time, not exceeding thirty days, has been given to him to communicate with the Vestry therein. If a church is receiving financial assistance from the Diocese, the Bishop's written approval of the Vestry's choice shall be essential to the election of a minister in charge.

Section 4. Written notice of the election, signed by the Church Wardens, shall be sent to the Ecclesiastical Authority of the Diocese. If the Ecclesiastical Authority be satisfied that the person so chosen is a duly qualified Minister, and that he has accepted the office, the notice shall be sent to the Secretary of the Convention, who shall record it. And such record shall be sufficient evidence of the relation between the Minister and the Parish.

Section 5. A Minister is settled, for all purposes here or elsewhere mentioned in these Canons, who has been engaged permanently by any Parish, according to the rules of this Diocese, or for any term not less than one year.

CANON 17

Dissolution and Suspension of Parishes

Section 1. When in the judgment of the Bishop of the Diocese, a Parish does not "give promise of such sufficient strength as will enable it to maintain its organization," whether from the lack of communicants, or from any other cause, this judgment shall be reported to the Convention, which will thereupon take such action as may seem good.

Section 2. In the event of the dissolution of any Parish or Mission by Convention, the real and personal property of the Parish or Mission shall immediately vest in the Trustees of the Diocese, in trust for the dissolved Parish or Mission. The Trustees may dispose of the personal property and shall retain the proceeds therefrom

in trust for the dissolved Parish or Mission. Within six months following any dissolution of a Parish or Mission a study of the potential for mission and ministry on the site of any real property vesting in the Trustees as a result of the dissolution shall be conducted by a committee appointed by the Bishop and a report of that study shall be sent to the Department of Mission and to the Executive Council. If the Executive Council determines that the Parish or Mission should not be reorganized on the site of the existing real property, all property held in trust by the Trustees for the Parish or Mission shall be freed of the trust and thereafter shall be held, administered or disposed of by the Trustees as property of the Diocese in its own right as provided by Canon 12.

Section 3. Whenever the penalty of exclusion or suspension from Lay representation in the Convention shall be inflicted on a Parish, as provided in Section 5 of Article IV of the Constitution, the sentence shall specify on what terms or at what time said penalty shall cease.

CANON 18

Convocations and Districts

With the consent of the Bishop the Executive Council may divide the Diocese into Convocations, or into Districts, or into both Convocations and Districts, and shall prescribe their boundaries and functions.

CANON 19

Development Commissions

Section 1. An Episcopal Development Commission may be created by the Episcopal churches in any community or area within the Diocese in which there is more than one Episcopal church. The written approval of the Bishop shall be required for the creation of each such Commission, and he shall define the boundaries of the community or area in which the Commission shall operate. Such boundaries may be amended by the Commission with the approval of the Bishop.

Section 2. Each commission shall be designated as "The Episcopal Development Commission of _____" (the city, county, community or area covered).

Section 3. The Commission shall consist of all clergy (other than retired priests) residing within or connected with Episcopal churches located within the Commission's area, and lay persons selected by the vestries of such churches. The number of lay persons from each of the churches shall be determined by the commission, but each parish or mission within the Commission's area shall have at least one lay representative. The lay representatives shall be selected for terms of one year, but they shall be eligible for reelection.

Section 4. Each Commission shall elect for one-year terms a chairman, a secretary and such other officers as it may deem advisable. Each Commission shall meet at least quarterly and shall make written reports of its proceedings to the Bishop and to each Episcopal church within its area, at least annually.

Section 5. The purposes and functions of the Episcopal Development Commission shall include the following:

a. Stimulate and encourage the Episcopal churches in the area to work together on common tasks and problems.

b. Study and plan for the future development of the Episcopal Church within the area.

c. Advise the Bishop, Executive Council and Diocesan Departments on problems and opportunities within the area.

d. Improve communication and understanding of Diocesan programs and projects among churches and people of the area.

e. Encourage participation in ecumenical studies and projects.

CANON 20

Archdeacons

Section 1. The Bishop shall have power, with the consent of the Convention, to appoint one or more Archdeacons, who shall be Presbyters canonically resident in the Diocese, and who shall, if praticable, be detached from any Parochial Cure.

Section 2. The authority and the duties of an Archdeacon shall be such as are committed to him in writing by the Bishop. He shall be amenable to the Bishop in all his acts and appointments, and shall make such reports as the Bishop may require.

CANON 21

The Election of a Bishop, Bishop Coadjutor or Bishop Suffragan

Section 1. The vote shall be taken by ballot and by Orders and Parishes, in accordance with Article XIII of the Constitution.

Section 2. Nominations shall be made in open Convention in joint session of Clerical and Lay Delegates, and may be made by any person entitled to vote in the Convention.

Section 3. When the nominations have been closed, the Secretary shall call the roll of the Clergy, and as each Clergyman's name is called he shall deposit his ballot with the Tellers. The roll of the Parishes and Missions, shall then be called by the Secretary, and as each is called it shall deposit its ballot with the Tellers. The Tellers shall count the vote of each Order separately and report the result to the Chairman who shall announce the same. If the same person shall receive the necessary vote of both Orders, he shall be delcared duly elected. If no person is elected they may continue to vote as above ordered until an election is made.

Section 4. By consent of the Convention, Clergy and Laity may separate for deliberation, to re-assemble in joint session at a specified time, and by like consent may proceed jointly to further nominations; after which the balloting shall be resumed in accordance with the provisions of Section 3.

CANON 22

Meeting of the Congregation

The Rector or Minister-in-charge, or in his absence the Wardens, shall call a meeting of the Congregation at such time after the adjournment of the Convention as shall seem best to him or them, at which meeting reports shall be made by the Rector, the Superintendent of the Sunday School, a representative of the Episcopal Churchwomen, and of any other Parish organization. After these reports the meeting may be opened for discussion of matters of interest to the Congregation.

CANON 23

Of the Duties of Members of the Church

The members of this Church shall conform to its teachings and to the Creed upon which it is founded, and shall as far as in them lies, live in the exercise of those Christian principles and duties prescribed in the Holy Scriptures and illustrated in the Book of Common Prayer, and shall further instruct their families and those dependent on them in like duties and principles both by example and precept. They shall use all sober and godly conversation, shall daily exercise family worship, be charitable in act and works, and shall celebrate and keep holy the Lord's Day, giving all due attention to the Services of the Church and to Public Worship.

CANON 24

Registration, Reports, etc.

Section 1. Private and Parish Registers. Each Clergyman of this Diocese shall keep a register of all Baptisms, Confirmations, Marriages, and Funerals within his Parish, or Cure, specifying the names of the persons in each instance, the parentage and date of birth of those baptized, with the names of their sponsors or witnesses and the time when each rite is performed, which register shall be transcribed at least once each month into a book to be provided for the purpose by the Vestry of the Parish.

Section 2. List of Communicants, etc. It shall be also the duty of each Clergyman to keep a list of the communicants within his Cure, and so far as practicable, of the families and adult persons within the same, to remain for the use of his successor.

Section 3. Parochial Reports. Each Clergyman shall report to the Bishop, through the Secretary, not later than February 1st, all of his official acts from the closing of his last report to and including December 31st preceding the Annual Convention, and all information concerning the state of his Parish, or Cure, according to the form prescribed by the Executive Council. He shall specify his official acts outside of his Cure.

Section 4. Reports by Wardens. In the case of a Parish without a Rector, it shall be the duty of the Wardens to make the Parochial Report required by this Canon.

Section 5. Communicants to be reported. In making the above reports all communicants shall be included, except those who have been repelled by the proper authority.

Section 6. Failure to keep the records or to file the reports required by this Canon or by General Church Canons shall result in the imposition of those penalties set forth in Article IV of the Constitution of the Diocese.

CANON 25

Salaries, Compensation, etc.

Section 1. The salary of the Bishop of the Diocese for each calendar year shall be recommended by the Executive Council and included in the budget submitted by it to the Annual Convention; and the salary as fixed in the budget adopted by the Convention shall be paid to the Bishop for the calendar year for which the budget is adopted. The salary as above determined includes all income received from the Bishop Watson Fund for the support of the Episcopate. The salary shall be paid in 12 equal monthly installments, the first installment to be paid on January 31st of said calendar year and a like amount on the last day of each month in said calendar year.

Section 2. Each Deputy to the General Convention, actually attending the same, shall be entitled to have the necessary expenses incurred by such attendance paid out of the funds of the Diocese; provided, the amount shall not exceed such limit as may from time to time be fixed by the Executive Council.

Section 3. Each clerical and lay delegate to an annual or special Diocesan Convention, actually attending the same, shall be entitled to have the reasonable and necessary expenses incurred by such attendance paid by the parish or mission which he or she represents, provided that the amount in each case shall not exceed such limit as may be fixed by the vestry of such parish or mission.

CANON 26

Of the Church Pension Fund

Section 1. In conformity with the legislation adopted by the General Convention of 1913, pursuant to which The Church Pension fund was duly incorporated, and in conformity with the Canon of the General Convention, "Of The Church Pension Fund," as heretofore amended and as it may hereafter be amended, the Diocese of East Carolina hereby accepts and acknowledges The Church Pension Fund, a corporation created by Chapter 97 of the Laws of 1914 of the State of New York as subsequently amended, as the authorized and approved pension system for the clergy of the Protestant Episcopal Church in the United States of America and for their dependents, and declares its intention of supporting said Fund in accordance with its Rules.

Section 2. The Bishop of this Diocese shall appoint annually during the opening of the Convention a Church Pension Fund Committee to consist of three presbyters and two laymen, for a term of one year and until their successors shall have been appointed or qualified, and the Bishop may from time to time fill by appointment any vacancies in said Committee caused by resignation, death or inability to act.

Section 3. The duties of said Committee shall be as follows:

(a) To be informed of, and to inform the Clergy and laity of this Diocese of the pension system created by the General Convention and committed by it to the Trustees of the Church Pension Fund, in order that the ordained clergy of the Church may be assured of pension protection for themselves in the event of old age or total and permanent disability and for their widow and minor orphan children in the event of death.

(b) To receive reports from The Church Pension Fund from time to time on the status of the pension assessments payable to said Fund, under its Rules and as required by Canon Law, by this Diocese and by Parishes, Missions and other ecclesiastical organizations within the Diocese.

(c) To make an annual report to the Convention of this Diocese on such matters relating to the Church Pension Fund as may be of interest to the said Convention.

(d) To cooperate with the Church Pension Fund in doing all things necessary or advisable in the premises to the end that the Clergy of this Diocese may be assured of the fullest pension protection by said Fund under its established Rules.

Section 4. It shall be the duty of this Diocese and of the Parishes, and Missions and other ecclesiastical organizations therein, each through its Treasurer or other proper official, to inform The Church Pension Fund of salaries and other compensation paid to clergymen by said Diocese, Parishes, Aided Parishes, Missions and other ecclesiastical organizations for services rendered, currently or in the past, prior to their becoming beneficiaries of said Fund, and changes in such salaries and other compensation as they occur; and to pay promptly to The Church Pension Fund the pension assessments required thereon under the Canon of the General Convention and in accordance with the Rules of said Fund.

Section 5. It shall be the duty of every clergyman canonically resident in or serving in this Diocese to inform The Church Pension Fund promptly of such facts, as dates of birth, or ordination or reception or marriage, births of children, deaths, and changes in cures or salaries, as may be necessary for its proper administration and to cooperate with said Fund in such other ways as may be necessary in order that said Fund may discharge its obligations in accordance with the intention of the General Convention in respect thereto.

Section 6. It shall be the duty of this Diocese and of the Parishes and Missions and other ecclesiastical institutions and organizations therein, to participate in all medical care, hospitalization, health, accident and life insurance plans for clergy which are made mandatory on a nation-wide basis for clergy of the Episcopal Church by action of the General Convention, or under its authority, and to pay promptly to the The Church Pension Fund the premiums or assessments required to maintain such coverage in accordance with the Rules of said Fund. The Diocesan Convention, or when it is not sitting the Executive Council, shall make all decisions and take all action necessary to carry out the provisions of this Canon.

CANON 27

Clergy Liable to Missionary Duty

All Clergymen of the Diocese receiving aid from its missionary funds or from the General Missionary funds, shall perform such missionary duties within the Diocese as may be prescribed by the Bishop, and the amount of compensation therefore shall be fixed from time to time by the Executive Council.

CANON 28

Trial of Clergymen

Section 1. The Presentment. Any Clergyman shall be liable to presentment and trial for false doctrine, immorality, disorderly conduct, violation of the rubrics of the Book of Common Prayer, of the Constitution or Canons of the Church in the United States, or of the Constitution or Canons of the Church of the Diocese.

Such presentment shall be made by the Vestry of the Parish in which said Clergyman has charge or in which he resides or by at least three communicants of the Diocese, of full age, or by two or more Presbyters who shall have been canonically resident therein for one year.

No presentment shall be made in any case of any offense alleged to have been committed more than five years before the date of the presentment, provided, that if the accused be convicted of the alleged offense in a civil court, presentment may still be made within one year after said conviction.

Said presentment shall be made to the Bishop in writing, with the names of the presenters prescribed, and shall distinctly declare, with all reasonable specifications of time and circumstances, the nature of the offense or offenses with which said Clergymen may be charged.

Section 2. Public Rumor. Although no such presentment is made, if public rumor charges any Clergyman with the commission of any of the offenses above enumerated, the Bishop may appoint two or more Presbyters to investigate the truth of such rumor, and if such investigation proves adverse to the Clergyman so charged, said Presbyters shall make presentment as above, according to the forms and regulations there provided. The presenters shall, in all cases, assume the responsibility of conducting the prosecution.

Section 3. Service of Presentment—Constitution of Court. Should the Bishop be of the opinion, from the nature of the charge or charges made, that the presentment contains sufficient grounds for proceeding to trial, he shall cause a copy thereof to be forthwith sent to the accused. He shall then give notice to the Standing Committee, who there upon shall elect seven Presbyters, actually and canonically resident in the Diocese, from whom the President of the Standing Committee shall, in writing, call upon the accused to elect three. In case the accused refuses or neglects to make such election within ten days after the notice as aforesaid, the Standing Committee shall make the election.

The three Presbyters so elected shall constitute a court for the trail of the accused, and shall have all powers necessary for the due conducting of said trial.

Section 4. Lay Assessors. The Bishop shall appoint a member of the legal profession, who shall also be a communicant of the Church, as Assessor to the Court, to advise the Court, if requested, upon all questions of law which may arise during the trial.

Section 5. Time and Place of Trial and Notice Thereof. The Bishop shall appoint a time and place of trial, and shall give notice thereof to the members of the Court, the Assessor, the Presenters, and the Accused, at which time and place the witnesses also shall be notified to attend.

Section 6. Assembling of Court and Record of Proceedings. The Court shall assemble at the time and place appointed, and shall proceed to examine fully the charges, and shall keep an accurate record of all their proceedings and of the evidence.

Section 7. Nature of Evidence and How Given. No charge shall be considered as established unless proven by two witnesses, or by one witness and corroborating circumstances.

Testimony may be given orally before the Court or in writing, upon interrogatories and cross interrogatories, to be previously filed with the Secretary or Registrar of the Court. Any one or more of the witnesses may be examined on oath or affirmation on the requisition of either party.

Section 8. Decision of the Court and the Sentence. A unanimous vote of the members of the Court, on one or more of the charges shall be necessary to the conviction of the accused, and if their decision is adverse to the accused, they shall proceed to determine the kind and degree of punishment commensurate, in their opinion, with the offense or offenses committed. They shall transmit to the Bishop, under their hand, a record of their proceedings. The judgment of the Bishop on such decisions shall be final; except that he shall have no power to increase the punishment recommended by the Court.

Section 9. Suspension, or any heavier sentence, shall ipso facto sever the connection of the Clergyman with the Parish.

Section 10. The Record to be Filed. The record provided for in the sixth section of this canon, together with the Bishop's sentence endorsed, shall be preserved among the papers of the Diocese.

Section 11. Notices. For the purpose of any notice provided for by this Canon, it shall be sufficient to serve it either personally or by leaving a copy at the last place of residence of the accused.

Section 12. Confession of an Offense. When a Clergyman shall make confession to the Bishop of the commission of any of the offenses enumerated in the first section of this Canon, the Bishop shall proceed to inflict such ecclesiastical censure or punishment upon the Clergyman so confessing as he (the Bishop) shall think right.

Section 13. Renunciation of False Doctrine. In the case of any accusation of false doctrine, a renunciation of the same, to the satisfaction of the Bishop, shall stay all further proceedings.

CANON 29

The Duties of Rector or Minister in Charge

Section 1. It shall be the duty of the Rector or Minister of every Parish or Congregation, learning of the removal of the communicant of his Parish or Congregation to another Cure, without having secured a letter of transfer as provided for by General Church Canons Title I, Canon 17, Section 4, paragraph (a), with the consent of said communicant, to transfer him to the Cure to which he has removed.

Section 2. It shall be the duty of the Rector or Minister in charge of a Parish or Congregation to submit to the Bishop for his examination at the time of his annual visitation the Parish Register that he may determine that all entries are properly made, all members accounted for and that the register is properly indexed.

CANON 30

Ammendment to the Canons

Amendments to the Canons shall be made in accordance with Article XV of the Constitution, and shall take effect upon their passage, unless otherwise ordered by the Convention.

CANON 31

Offical Copies

There shall be provided by the Secretary of the Convention three official copies of the Constitution, Canons and Rules of Order as they now exist, each certified by said Secretary that it is a correct copy. One shall be delivered to the Bishop of the Diocese, one kept by the Secretary of the Diocese and one delivered to the Chancellor of the Diocese; and as changes are made from time to time certified copies of said changes shall be furnished by the Secretary of each of said officals to the end that there shall always be preserved for the use of the officials of the Diocese three sets of these documents.

CANON 32

Commission on Planning, Design and Construction

Section 1. There shall be a Diocesan Commission on Planning, Design and Construction, consisting of twelve persons, clergy and lay, elected by the Convention, on nomination by the Bishop, for three year terms, provided that the terms may be varied initially to produce staggered terms. The persons elected shall, to the extent practicable, have expertise and interest in such areas as liturgy, finance, insurance, planning, architectural design, engineering, construction and contract law.

Section 2. The function of the Commission is to assist and advise the Diocese and its parishes and missions in planning, designing, financing and constructing buildings and facilities, including construction of new churches and other buildings, expansion and renovation of existing buildings, and restoration of historic structures.

Section 3. Before proceeding with the design or construction of any church, parish house, rectory or other building, any parish or mission may present to the Commission for its recommendations and suggestions on real estate contracts, architectural and construction contracts, master plans, preliminary plans, working drawings, specifications, construction documents and other related documents.

Section 4. Each Diocesan council, committee and department, and every parish or mission receiving construction funds or loans from the Diocese or any Diocesan agency or foundation shall be required to consult with the Commission, to submit the pertinent documents described in Section 3 and to obtain the approval of the Commission thereon; provided that such approval shall not be required for projects in a planning or construction stage prior to February 12, 1983. The documents above mentioned shall be prepared by and construction shall be administered by an architect or engineer registered in the State of North Carolina in accordance with its registration laws. Where such laws do not require a registered architect or engineer, this requirement may be waived by the Commission upon request.

Section 5. The Commission shall adopt written standard procedures for performing its functions, and shall distribute copies of any such procedures to all Diocesan officers, parishes and missions.

CANON 33

Trinity Center

Section 1. There will be a Board of Managers of Trinity Center consisting of twelve persons, clergy and lay, elected by the Convention on nomination by the Bishop, for three year terms, provided that the terms of the initial members elected by Convention on nomination by the Bishop shall be four members elected for a one year term, four members elected for a two year term and four members elected for a three year term. The Bishop shall be ex-officio Chairman of the Board of Managers.

Section 2. The function of the Board of Managers is to oversee the operation and management of Trinity Center including, but not limited to, the employment of a Director, formulating and administering an annual budget, establishing rules and regulations for sound and efficient management and performing such other duties as may be attendant thereto or directed by Convention.

Section 3. Any vacancy occurring on the Board of Managers may be filled by the Bishop until the next Convention when a new member will be elected upon nomination by the Bishop for the unexpired term.

Section 4. The Board of Managers shall make an annual report to Convention.

EXTRACTS FROM CANONS OF THE GENERAL CONVENTION

TITLE I, CANON 7

Of Business Methods in Church Affairs

Section 1. In every Diocese, Parish, Mission, and Institution, connected with this Church, the following standard business methods shall be observed:

(1). Funds held in trust, endowment and other permanent funds, and securities represented by physical evidence of ownership or indebtedness, shall be deposited with a National or State Bank, or a Diocesan Corporation, or with some other agency approved in writing by the Finance Committee or the Department of Finance of the Diocese, under a deed of trust, agency or other depository agreement providing for at least two signatures on any order of withdrawal of such funds or securities.

But this paragraph shall not apply to funds and securities refused by the depositories named as being too small for acceptance. Such small funds and securities shall be under the care of the persons or corporations properly responsible for them.

This paragraph shall not be deemed to prohibit investments in securities issued in book entry form or other manner that dispenses with the delivery of a certificate evidencing the ownership of the securities or the indebtedness of the issuer.

(2). Records shall be made and kept of all trust and permanent funds showing at least the following:

(a) Source and date.
(b) Terms governing the use of principal and income.
(c) To whom and how often reports of condition are to be made.
(d) How the funds are invested.

(3). Treasurers and custodians, other than banking institutions, shall be adequately bonded; except treasurers of funds that do not exceed five hundred dollars at any one time during the fiscal year.

(4). Books of account shall be so kept as to provide the basis for satisfactory accounting.

(5). All accounts of the Diocese shall be audited annually by an independent Certified Public Accountant. All accounts of Parishes, Missions or other institutions shall be audited annually by an independent Certified Public Accountant, or independent Licensed Public Accountant, or such audit committee as shall be authorized by the Finance Committee, Department of Finance, or other appropriate diocesan authority.

All reports of such audits, including any memorandum issued by the auditors or audit committee regarding internal controls or other accounting matters, together with a summary of action taken or proposed to be taken to correct deficiencies or implement recommendations contained in any such memorandum, shall be filed with the Bishop or Ecclesiastical Authority not later than 30 days following the date of such report, and in no event, not later than September 1 of each year, covering the financial reports of the previous calendar year.

(6). All buildings and their contents shall be kept adequately insured.

(7). The Finance Committee or Department of Finance of the Diocese may require copies of any or all accounts described in this Section to be filed with it and shall report annually to the Convention of the Diocese upon its administration of this Canon.

(8). The fiscal year shall begin January 1.

Section 2. The several Dioceses shall give effect to the foregoing standard business methods by the enactment of Canons appropriate thereto, which Canons shall invariably provide for a Finance Committee or a Department of Finance of the Diocese.

Section 3. No Vestry, Trustee, or other Body, authorized by Civil or Canon law to hold, manage, or administer real property for any Parish, Mission, Congregation, or Institution, shall encumber or alienate the same or any part thereof without the written consent of the Bishop and Standing Committee of the Diocese of which the Parish, Mission, Congregation, or Institution is a part, except under such regulations as may be prescribed by Canon of the Diocese.

Section 4. All real and personal property held by or for the benefit of any Parish, Mission or Congregation is held in trust for this Church and the Diocese thereof in which such Parish, Mission or Congregation is located. The existence of this trust, however, shall in no way limit the power and authority of the Parish, Mission or Congregation otherwise existing over such property so long as the particular Parish, Mission or Congregation remains a part of, and subject to, this Church and its Constitution and Canons.

Section 5. The several Dioceses may, at their election, further confirm the trust declared under the foregoing Section 4 by appropriate action, but no such action shall be necessary for the existence and validity of the trust.

TITLE I. CANON 17

Of Regulations Respecting the Laity

Section 1 (a). All persons who have received the Sacrament of Holy Baptism with water in the Name of the Father, and of the Son, and of the Holy Spirit, whether in this Church or in another Christian Church, and whose Baptisms have been duly recorded in this Church, are members thereof.

(b). Members sixteen years of age and over are to be considered adult members.

(c). It is expected that all adult members of this Church, after appropriate instructions, will have made a mature public affirmation of their faith and commitment to the responsibilities of their Baptism and will have been confirmed or received by a Bishop of this Church or by a Bishop of a Church in communion with this Church.

(d). Any person who is baptized in this Church as an adult and receives the laying on of hands by the Bishop at Baptism is to be considered, for the purpose of this and all other Canons, as both baptized and confirmed; also,

Any person who is baptized in this Church as an adult and at some time after the Baptism receives the laying on of hands by the Bishop in Reaffirmation of Baptismal Vows is to be considered, for the purpose of this and all other Canons, as both baptized and confirmed; also,

Any baptized person who received the laying on of hands at Confirmation (by any Bishop in apostolic succession) and is received into the Episcopal Church by a Bishop of this Church is to be considered, for the purpose of this and all other Canons, as both baptized and confirmed; and also,

Any baptized person who received the laying on of hands by a Bishop of this Church at Confirmation or Reception is to be considered, for the purpose of this and all other Canons, as both baptized and confirmed.

Section 2 (a). All members of this Church who have received Holy Communion in this Church at least three times during the preceding year are to be considered communicants of this Church.

(b). For the purposes of statistical consistency throughout the Church, communicants sixteen years of age and over are to be considered adult communicants.

Section 3. All communicants of this Church who for the previous year have been faithful in corporate worship, unless for good cause prevented, and have been faithful in working, praying, and giving for the spread of the Kingdom of God, are to be considered communicants in good standing.

Section 4 (a). A member of this Church removing from the congregation in which his or her membership is recorded shall procure a certificate of membership indicating that he or she is recorded as a member (or adult member) of this Church and whether or not such a member:

1. is a communicant;
2. is recorded as being in good standing;
3. has been confirmed or received by a Bishop of this Church or a Bishop in communion with this Church.

Upon acknowledgement that a member who has received such a certificate has been enrolled in another congregation of this or another Church, the Minister or Warden issuing the certificate shall remove the name of the person from the parish register.

(b). The Minister or Warden of the congregation to which such certificate is surrendered shall record in the parish register the information contained on the presented certificate of membership, and then notify the Minister or Warden of the congregation which issued the certificate that the person has been duly recorded as a member of the new congregation.

Whereupon the person's removal shall be noted in the parish register of the congregation which issued the certificate.

(c). If a member of this Church, not having such a certificate, desires to become a member of a congregation in the place to which he or she has removed, that person shall be directed by the Minister of the said congregation to procure a certificate from the former congregation, although on failure to produce such a certificate through no fault of the person applying, appropriate entry may be

made in the parish register upon the evidence of membership status sufficient in the judgment of the Minister or Warden.

(d). Any communicant of any Church in communion with this Church shall be entitled to the benefit of this section so far as the same can be made applicable.

Section 5. No one shall be denied rights or status in this Church because of race, color, or ethnic origin.

Section 6. A person to whom the Sacraments of the Church shall have been refused, or who has been repelled from the Holy Communion under the rubrics, or who desires a judgment as to his or her status in the Church, may lodge a complaint or application with the Bishop or Ecclesiastical Authority. No Minister of this Church shall be required to admit to the Sacraments a person so refused or repelled without the written direction of the Bishop or Ecclesiastical Authority. The Bishop or Ecclesiastical Authority may in certain circumstances see fit to require the person to be admitted or restored because of the insufficiency of the cause assigned by the Minister. If it shall appear to the Bishop or Ecclesiastical Authority that there is sufficient cause to justify refusal of the Holy Communion, however, appropriate steps shall be taken to institute such inquiry as may be directed by the Canons of the Diocese; and should no such Canon exist, the Bishop or Ecclesiastical Authority shall proceed according to such principles of law and equity as will insure an impartial investigation and judgment.

Section 7. No unbaptized person shall be eligible to receive Holy Communion in this Church.

TITLE II, CANON 1
Of the Due Celebration of Sundays

All persons within this Church shall celebrate and keep the Lord's Day, commonly called Sunday, by regular participation in the public worship of the Church, by hearing the Word of God read and taught, and by other acts of devotion and works of charity, using all godly and sober conversation.

Rules of Order

I. On the first day of the Convention at the time appointed, the Holy Communion shall be administered.

Promptly thereafter, the delegates shall assemble for the organization of the Convention and the transaction of business. The presiding officer shall call the Convention to order and ascertain if there is a quorum present, and upon it appearing that there is a quorum present as required by Article VI of the Constitution, the Convention shall be organized by the election of a Secretary and shall then proceed with the transaction of the business of the Convention as set out in the Canons and Rules of Order.

II. The Standing Committee and other committees shall be elected or appointed as soon as practicable after the organization of the Convention, except that the appointment of the Committee on Canons and other committees, in the discretion of the Bishop, may be delayed for the receipt of reports from committees of the previous year.

III. All Committees shall be appointed by the Bishop unless otherwise ordered.

IV. Officers shall be elected as provided in the Constitution and Canons.

V. The order of business proposed by the Bishop and adopted by the Convention shall be the regular order of business, subject to change by the Presiding Officer as Provided in Rule XXI or by the Convention by majority vote.

VI. After the Bishop has taken the chair, no member shall continue standing, except to address the chair.

VII. Speakers shall address the chair, and shall confine themselves to the point in debate.

VIII. No motion shall be considered unless seconded, and if required, reduced to writing. All resolutions, except resolutions presented in conjunction with Department, Committee and Commission reports and resolutions of appreciation to the host church, shall be introduced on the first day of the annual Convention and voted upon the second day.

IX. When the Bishop is putting any question, the members shall continue in their seats, and shall not hold any private discourse.

X. When a question is under consideration, no motion shall be received, unless to lay on the table, to postpone to a certain time, to postpone indefinitely, to commit, to amend, or to divide; and motions for any of these purposes shall have precedence in the order herein named. The motions to lay on the table and to adjourn shall always be in order, and shall be decided without debate; and of these the motion to adjourn shall take precedence.

XI. If the question under debate contains several distinct propositions, the same shall be divided at the request of any member, and a vote taken separately, except that a motion to strike out and insert shall be inadvisable.

XII. All amendments shall be considered in the order in which they are moved.

When a proposed amendment is under consideration, a substitute to the whole matter may be received. No proposition on a subject different from the one under consideration shall be received under cover of a substitute.

XIII. In voting by Orders, the name of each Parish shall be called and it shall vote either "Aye" or "No" except in case of a divided vote. The majority of the votes of the Delegates from a Parish shall determine the vote of such Parish, but should the vote be equally divided, one-half of such vote shall be recorded as "Aye" and one-half as "No," and it shall be the duty of the Secretary to record the names of the Parishes and the votes which they respectively give.

XIV. A motion to reconsider any vote shall not be in order, except on the same day on which the vote is taken: Provided, always that a vote or question may be reconsidered at any time by the consent of two-thirds of the Convention; provided further, that no motion to reconsider shall be made on the last day of the Convention, except on a vote or question taken on that day.

XV. The reports of all committees shall be in writing and shall be received of course, and without motion for acceptance, unless recommitted. All reports recommending or requiring any action or expression of opinion by the Convention shall be accompanied by a corresponding resolution.

XVI. All questions of order shall be decided by the chair without debate, but any member may appeal from such decision. On such appeal no member shall speak more than once without leave.

XVII. No member shall be absent from the session of the Convention without leave, unless he is unable to attend.

XVIII. When the Convention is about to rise, every member shall keep his seat until the Bishop leaves the chair.

XIX. On motion duly put and carried, the Convention may resolve itself into a Committee of the Whole, with or without closed doors, for the purpose of discussing such subjects as may be approved by the Convention.

The Bishop may select and announce subjects for discussion: **Provided**, that if the motion to go into a Committee of the Whole has specified the subject to be discussed, that subject shall be disposed of.

XX. The rules of order or any one of them may be suspended by a majority vote of the Convention whenever the Presiding Officer decides that an urgent matter should come before that Convention for prompt action.

XXI. The Presiding Officer may in his discretion, to expedite the business of the Convention, transpose the regular order of business.

XXII. Where a question arises which is not controlled by any of the existing rules of order, the Diocesan Convention shall follow the rules of the General Church pertaining to said question, and if it has no rules applicable thereto, then the Diocesan Convention shall be governed by the current edition of Robert's Rules of Order.

The Episcopal Foundation

of the

Diocese of East Carolina, Incorporated

Charter and By-Laws

(AS AMENDED)

THE CHARTER OF THE EPISCOPAL FOUNDATION OF THE DIOCESE OF EAST CAROLINA, INCORPORATED

(As Amended)

1st. The name of this Corporation is The Episcopal Foundation of The Diocese of East Carolina, Incorporated.

2nd. The location of the principal office of the corporation in this State is at Wilmington, in the County of New Hanover, but it may have one or more branch offices and places of business in the Diocese of East Carolina.

3rd. This Corporation is formed by the Diocese of East Carolina of the Protestant Episcopal Church exclusively for religious, educational and charitable purposes, including the purpose of holding, managing and investing property of the Diocese of East Carolina, either temporarily, for a specified or indefinite time, or permanently, and the purpose of providing (1) funds, the income from which is to be used for the promotion of new work in the Diocese of East Carolina and for the development of the religious, educational and charitable work of the Protestant Episcopal Church in the Diocese of East Carolina, (2) funds to be used for making loans to parishes, missions, diocesan institutions and church organizations for capital improvements, (3) funds for capital grants to parishes, missions, diocesan institutions and church organizations for capital improvements, and (4) unrestricted funds for use at the discretion of the Board of Directors of the Foundation.

4th. And for the purposes herein specified, the Corporation shall have the right to receive by Will, Deed, gift or otherwise: to hold, own, sell and dispose of real, personal and mixed property of every kind and description, and the Corporation shall also have the authority to be named as a beneficiary in policies of life insurance and act as such beneficiary.

5th. The Corporation shall have authority in its corporate name to buy, sell, convey and lease real and personal property; and invest or otherwise dispose of any and all property belonging to the Corporation when authority therefor has been duly given as provided by the By-Laws of the Corporation, and shall have such other powers, privileges and authority as are given by the laws of the State of North Carolina now enacted or which may be hereafter enacted.

6th. The Corporation shall not have members or capital stock and no stock or shares shall be issued. No incorporator, director or officer shall at any time be considered to be the owner of any of the assets, property or income of the Corporation, nor shall he, by distribution, liquidation, dissolution or in any other manner, be entitled to or receive any of said assets, property or income, all of which shall be devoted exclusively and forever to the purposes of the Corporation or disposed of as hereinafter provided. The Corporation is not organized and shall not operate for profit, and no part of its net earnings shall inure or may lawfully inure to the benefit of any private shareholder, incorporator, director, officer or individual. The above provisions, however, shall not prevent the payment of reasonable compensation to any person, organization, firm or corporation of services rendered to this Corporation. No substantial

part of the activities of the Corporation shall consist of carrying on propaganda, or otherwise attempting to influence legislation. The Corporation shall not participate in, or intervene in (including the publishing or distributing of statements) any political campaign on behalf of any candidate for public office. The Corporation shall not lend any part of its assets, property or income to any incorporator, director or officer of, or any substantial contributor to, the Corporation, to any member of the family of any such person, or to any corporation controlled by any such person; nor shall the Corporation pay any compensation in excess of a reasonable allowance for salaries or other compensation for personal services actually rendered, to any such persons or corporations; nor shall the Corporation make any part of its services available on a preferential basis to any such persons or corporations; nor shall the Corporation make any substantial purchase of securities or other property from or sell any substantial part of its securities or other property to any such persons or corporations for other than an adequate consideration in money or money's worth; nor shall the Corporation engage in any other transaction which results in a substantial diversion of its assets, property or income to any such persons or corporations. The Corporation shall not (i) accumulate its income if any such accumulations are unreasonable in amount or duration in order to carry out the religious, educational and charitable purposes for which it is organized or (ii) use any such accumulated income for purposes or functions other than the religious, educational and charitable purposes for which it is organized or (iii) invest any such accumulated income in such a manner as to jeopardize the carrying out of the religious, educational and charitable purposes for which it is organized. The Corporation shall distribute its income for each taxable year at such time and in such manner as not to become subject to the tax on undistributed income imposed by Section 4942 of the Internal Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws. The Corporation shall not engage in any act of self-dealing as defined in Section 4941 (d) of the Internal Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws. The Corporation shall not retain any excess business holdings as defined in Section 4943 (c) of the Internal Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws. The Corporation shall not make any investments in such manner as to subject it to tax under Section 4944 of the Internal Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws. The Corporation shall not make any taxable expenditures as defined in Section 4945 (d) of the Internal Revenue Code of 1954, or corresponding provisions of any subsequent federal laws. It is intended that the Corporation shall qualify as an organization (i) which is exempt from income taxes under the United States Internal Revenue Code of 1954 and corresponding provisions of subsequent federal tax laws and under any applicable laws of the State of North Carolina from time to time in effect and (ii) contributions to which are deductible for income, gift and estate tax purposes under said Internal Revenue Code of 1954 and corresponding provisions of subsequent federal tax laws and under any applicable laws of the State of North Carolina from time to time in effect. In the event the Corporation is liquidated or dissolved, voluntarily or involuntarily, the assets and property of the Corporation, after payment or arrangement for payment of its debts and obligations, shall be transferred, conveyed and delivered to the Trustees of the Diocese of East Carolina; provided,

that any funds or property held by the Corporation upon any condition requiring the return, transfer or conveyance of said funds or property, or the unused portion thereof, upon liquidation or dissolution of the Corporation shall be returned, transferred or conveyed in accordance with said condition.

7th. The Trustees heretofore elected and now serving shall hereafter be known and designated as Directors and shall continue to serve in their respective offices until their successors have been duly elected and qualified, and said Directors shall be vested with all the same rights and subject to the same responsibilities as when designated as Trustees.

8th. Subject to the approval of the Diocesan Conventions, the Directors shall have full power and authority to promulgate, alter and amend such By-Laws, rules and regulations as in their discretion will best promote the interests and purposes for which this corporation is created.

9th. The period of existence of this Corporation is unlimited.

The original Charter was revised and rewritten by Certificate of Amendment filed March 26, 1957, in the Office of Secretary of State.

An amendment rewriting the 3rd and 6th articles was adopted by the Directors and approved by the Diocesan Convention January 29, 1971. Articles of Amendments were filed June 17, 1971 in the Office of Secretary of State.

BY-LAWS OF THE EPISCOPAL FOUNDATION OF THE DIOCESE OF EAST CAROLINA, INCORPORATED

(As Amended)

ARTICLE I: The officers of the Corporation shall be a Chairman; a Vice Chairman; a President; a Vice President; a Secretary; and a Treasurer; and such other officers as the Directors from time to time deem advisable. The office of Secretary and the office of Treasurer may be held by the same individual.

ARTICLE II: The seal of the Corporation shall be in the following form, to wit—the word "Seal" surrounded by two concentric circles with the words "The Episcopal Foundation of The Diocese of East Carolina, Incorporated" in the margin between circumference of the two said circles.

ARTICLE III: The affairs of the Corporation shall be managed by a Board of Directors of not less than seven (7) persons and not more than thirty (30) persons to be nominated by the Bishop of the Diocese and elected by the Diocesan Convention. The Trustees of the Diocese shall at all times be members of the Board of Directors, nominated and elected as described, and they shall be included in determining the number of directors within the above limits. Such management shall be in accordance with the By-Laws of the Corporation; provided however that the Bishop of the Diocese of East Carolina shall be at all times Chairman of the Board of Directors and the Chancellor of the Diocese Vice Chairman of the Board; provided also that the Bishop Coadjutor shall be a member of the Board of Directors. The members of the Board of Directors shall be elected for a term of four years, unless otherwise specified at the time of election, by the Diocesan Convention in session at the time of the expiration of the term of their predecessors in office, and such retiring Directors shall hold office until their successors are elected and qualified.

ARTICLE IV: The exact number of the Board of Directors, within the above limits, may be increased or decreased from time to time, as the affairs of the Corporation may render proper, by the annual Convention of the Diocese of East Carolina, upon nomination by the Bishop. Upon nomination by the Bishop, associate Directors not exceeding five (5) in number, may be appointed by the Directors of the Corporation from time to time to serve from the date of their appointment until the adjournment of the next annual Diocesan Convention. All Directors, other than the Bishops of the Diocese, shall be lay persons who are interested in the work of the Episcopal Church in the Diocese of East Carolina. The removal of any Director from the Diocese of East Carolina or the severance of his membership in the Protestant Episcopal Church in the Diocese of East Carolina shall automatically work a cancellation of his position as a Director in this Corporation. And all vacancies occurring on said Board of Directors shall be filled by the Board and such persons elected to fill such vacancies shall hold office for the unexpired portion of the terms of their respective predecessors.

ARTICLE V: The annual meeting of the Directors of the Corporation shall be held on the day prior to the assembling of the annual Diocesan Convention of the Diocese of East Carolina, at the place where

said Convention is to be held. If for any cause the meeting is not held on the day preceding the assembling of said Convention, it shall be held during the time of the Convention or as soon thereafter as is convenient. If for any reason the said annual meeting is not held at one of the times above provided, it shall be held at a time and place to be fixed by the Bishop after conference with the President and Secretary.

ARTICLE VI: General or special meetings of the Directors of the Corporation may be called by the President or any three members of the Board of Directors at such time and place as shall be indicated in such call after at least three days notice by mail to all of the members of the Board of Directors.

ARTICLE VII: There shall be an Executive Committee consisting of the Bishop and the President of the Corporation, who are Ex-Officio members of said Executive Committee, and five Directors who shall be elected annually by the Board of Directors from its membership. The Secretary of the Executive Committee shall be appointed by the President of the Corporation but the Secretary need not be a Director of the Corporation. The Bishop or the President of the Corporation, together with three of the other members of the Executive Committee, shall constitute a quorum for the transaction of business and shall by majority vote possess and exercise all the powers and duties of the Board of Directors with reference to all matters, but only when the Board of Directors is not in session. The Executive Committee shall keep a record of all of its proceedings which shall be certified by the Secretary of the Executive Committee under his hand and which record shall be read at the next meeting of the Board of Directors. The Secretary of the Executive Committee shall call meetings of the Executive Committee upon the request of the Bishop or of the President or upon request of any three members of the Executive Committee.

ARTICLE VIII: All conveyances of real property by the Corporation shall be executed in the name of the Corporation by the President or the Vice President and attested by the Secretary or Assistant Secretary of the Corporation and the corporate seal attached thereto. No conveyances of real estate or bills of sale or transfers of securities, or stocks or other personal property shall be made except by authority of a resolution duly passed by majority vote at a duly constituted meeting of the Executive Committee.

ARTICLE IX: The duties of the secretary and the duties of the treasurer shall be prescribed by the Board of Directors of the Corporation.

ARTICLE X: A majority of the total number of Directors shall be necessary to constitute a quorum for a valid meeting of the Board of Directors for the transaction of business and performance of duties imposed on the Board of Directors by the Charter of this Corporation or by the By-Laws thereof.

ARTICLE XI: The Directors shall designate a depository for the Funds of the Foundation, which depository may also be Custodian of all securities of the Foundation, and the Directors in their discretion may authorize the depository and Custodian to also act as Fiscal Agent for the Foundation. The Fiscal Agent selected by the Executive Committee of the Foundation shall be approved by the Board of Directors.

ARTICLE XII: At the annual Diocesan Convention at which Directors of the Corporation are to be elected as hereinbefore provided, the number of Directors for the ensuing term of four years shall be fixed by the convention and the convention shall then elect the number of Directors so specified who shall hold office for four years from the adjournment of the convention at which they are elected until their successors are elected and qualified.

ARTICLE XIII: The Bishop of the Diocese of East Carolina shall Ex-Officio be a member of all of the Committees of the Board of Directors. The Chancellor of the Diocese of East Carolina shall Ex-Officio be a member of the Board of Directors.

ARTICLE XIV: These By-Laws may be altered, amended or repealed at any meeting of the Board of Directors. Such change in By-Laws shall be reported to the next annual Diocesan Convention for its consideration and approval.

ARTICLE XV: The Charter of the Foundation may be altered or amended by the Board of Directors. Such alteration or amendment shall not be legally implemented under the laws of North Carolina until the same shall have been reported to the next annual Diocesan Convention for its consideration and be approved by the Convention.

CONVOCATIONS OF THE DIOCESE OF EAST CAROLINA

E13

Journal of the Diocese of East Carolina

ONE HUNDRED EIGHTH ANNUAL CONVENTION
Hilton Inn
Wilmington, North Carolina
February 7, 8 and 9, 1991

CONSTITUTION, CANONS AND RULES OF ORDER
of the Diocese of East Carolina
and
CHARTER AND BY-LAWS OF THE EPISCOPAL FOUNDATION
of the Diocese of East Carolina

1991

INTERDIOCESAN INSTITUTIONS

THE UNIVERSITY of the SOUTH
Sewanee, Tennessee

SAINT MARY'S COLLEGE
Raleigh, North Carolina

THOMPSON CHILDREN'S HOME
Charlotte, North Carolina

SAINT AUGUSTINE'S COLLEGE
Raleigh, North Carolina

KANUGA CONFERENCES, INC.
Hendersonville, North Carolina

JOURNAL

of the

ONE HUNDRED EIGHTH ANNUAL CONVENTION

of the

PROTESTANT EPISCOPAL CHURCH

in the

DIOCESE OF EAST CAROLINA

Hilton Inn

Wilmington, North Carolina

February 7, 8 and 9, 1991

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P.O. Drawer 3557, Kinston, NC 28502

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The Rev. A. C. Marble, Jr.
P.O. Box 1336, Kinston, NC 28503

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Mr. Wallace Weeks
1105 Walker Drive, Kinston, NC 28501

HISTORIOGRAPHER
Dr. Lawrence F. Brewster
1205 Oakview Drive, Greenville, NC 27834

STANDING COMMITTEE
The Rev. Joshua MacKenzie, President, Elizabeth City, to 1992
The Rev. Phillip Craig, Vice-President, to 1993
Mrs. Ginny Shew, Secretary, Wilmington, to 1995
Mrs. Ruth Woodley, Columbia, to 1993
Mrs. Helen Rountree, Greenville, to 1992
The Rev. Lucy Talbott, Fayetteville, to 1995

EXECUTIVE COUNCIL
The Rt. Rev. Brice Sidney Sanders, D.D., Chairman

EX-OFFICIO MEMBERS
The Rev. A. C. Marble, Jr.
The Rev. Channing Daniel, President of Standing Committee
Mr. P. C. Barwick, Chancellor
Mr. Wallace Weeks, Treasurer

Continued:
To 1992:
Mr. Robert Swindell, Jr., Jacksonville
Mr. Larry Overton, Ahoskie
Mrs. Alice Lynch, Washington
Mrs. Helen Cliborne, Nags Head
The Rev. David M. Chamberlain, Fayetteville
The Rev. Gary Fulton, Bath
The Rev. Julian Cave, Wilmington

To 1993:
Mrs. Jo Ann Bell, Greenville
The Rev. Thomas Cure, Clinton
The Rev. Hamilton Fuller, Wilmington
Mrs. Dencie Page, Lumberton
Mr. Roy Parker, Fayetteville
The Rev. John Weatherly, Hampstead

To 1994:
The Rev. Phil Glick, Ahoskie
The Rev. Russell Johnson, Lumberton
The Rev. Burton Whiteside, Wilmington
Mrs. Elizabeth Pate, Fayetteville
Mr. David Stoller, New Bern
Mrs. Norma Van Veld, Greenville
Mrs. Sheila Walker, Kinston

BOARD OF MANAGERS OF TRINITY CENTER

To 1992:
Mr. Walter Jones
The Rev. Christopher Mason
Mr. Donald LaHuffman
Dr. John Rozier

To 1993:
The Rev. Phillip Craig, Sr.
Mr. Carl Ragsdale
The Rev. Russell Johnson

To 1994:
Mr. Frank Wakefield
The Rev. John Hagood
Mr. Mike Morgan
Mrs. Mercedes Newsome

Ex-Officio:
The Rev. A. C. Marble, Jr.
Rt. Rev. B. Sidney Sanders

TRUSTEES OF THE DIOCESE
The Rt. Rev. Brice Sidney Sanders, D.D.

Mr. Horace Stacy, to 1992
Dr. Charles Garrett, to 1992

BOARD OF DIRECTORS OF THE EPISCOPAL FOUNDATION OF THE DIOCESE OF EAST CAROLINA, INC.

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Mr. Channing Daniel, President
Mr. Hal Broadfoot, Vice President
Mr. P. C. Barwick, Chancellor
Mr. Horace Stacy, Trustee
Dr. Charles Garrett, Trustee
Mr. Wallace Weeks, Secretary-Treasurer

To 1992:
Dr. William Powell
Mrs. Frances Gaither
Mrs. Gwendolyn Hodges
Mr. Russell West
Mrs. Linda Jernigan
Dr. Sidney Christian

To 1993:
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Mrs. Billie Craft
Mr. Campbell Haigh
Mr. Channing Daniel
Dr. Charles Duckett
Mr. Harvey McIntyre

To 1994:
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Mr. Hal Broadfoot
Mrs. Anne Bustard
Mrs. Mary Mitchell
Mr. William Morris

To 1995:
Mr. Alban Barrus, Jr.
Mr. Larry Overton
Mr. Lewis T. Nunnelee
Mrs. Wood Beasley

COMMISSION ON MINISTRY

The Rev. Middleton Wootten, Chairman

To 1992:
The Rev. Robert Cook
Mrs. Cookie Cantwell
The Rev. David Chamberlain

To 1993:
The Rev. James Cooke
Mrs. Martha Sherman
The Rev. Middleton Wootten
Deacon Vera Hayes

To 1994:
Mr. Channing Daniel
the Rev. John Weatherly
The Rev. Matthew Stockard

To 1995:
The Rev. Bonnie Clarke
Mrs. Skeet Stewart
The Rev. Robert Hobgood

BOARD OF DIRECTORS
THOMPSON CHILDREN'S HOME

The Rt. Rev. Brice Sidney Sanders, D.D., Ex-Officio
Mr. David Stansel, to 1992
Mrs. Rosemary Zimmerman, to 1993

TRUSTEE OF SAINT MARY'S COLLEGE
Mrs. Alice Lynch

TRUSTEES - UNIVERSITY OF THE SOUTH
The Rt. Rev. Brice Sidney Sanders, D.D.
The Rev. Chris Mason, 1992
Dr. John Powell, 1992
Mrs. Alicia Ragsdale, 1992

EXECUTIVE COUNCIL DEPARTMENTS

AGEING
Mrs. Gloria Price

ALCOHOLISM
Mrs. Elizabeth Huskey

BLACK COALITION
Dr. J. H. Horton

CHRISTIAN EDUCATION
Mrs. Elizabeth Martin

CHRISTIAN SOCIAL MINISTRIES
The Rev. Robert Beasley

CLERGY SALARY STUDY COMMITTEE
Mr. Don Hickman

COLLEGE WORK
Mrs. Marty Gartman

COMMUNICATIONS COMMITTEE

COMPANION DIOCESE

CREATIVE CHRISTIAN STEWARDSHIP GRANTS
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CROSS CURRENT
Mrs. Ede Baldridge

CURSILLO
Mr. Walter Jones

DIOCESAN RESOURCE CENTER
Mrs. Holly Mason

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The Rev. Robert Schriber

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Mrs. Patricia Howe

EVANGELISM
The Rev. David Chamberlain

FAMILY MINISTRIES
Dr. John Powell

FINANCE
Dr. Allen Hornthal

HUNGER
Mrs. Nancy Craig

LITURGICAL COMMISSION
The Rev. Joseph W. Cooper

MIGRANT MINISTRIES
Ms. Amy L. Trester

MISSION
Mrs. Carolyn Duckett

PEACE WITH JUSTICE
The Rev. Jeffrey Douglas

PLANNING, DESIGN AND CONSTRUCTION
Mr. John R. Jeffries

PRAYER

PRESIDENT OF EPISCOPAL CHURCHWOMEN
Mrs. Patti Campbell

PRESIDENT-ELECT OF EPISCOPAL CHURCHWOMEN

PRISON MINISTRIES
Mr. William Ray

RELIGIOUS ART
Mr. Chuck Chamberlain

STEWARDSHIP
Mr. J. Clarence Leary, Jr.

TRINITY SUMMER CAMP COMMITTEE
The Rev. Russell L. Johnson

YOUTH COMMITTEE
The Rev. Christopher P. Mason

YOUTH COORDINATOR
Ms. Carol Taylor

COMMITTEES
(Appointed by the Bishop)

COMMITTEE ON THE BISHOP'S ADDRESS
Mr. Bill Dornemann
The Rev. Hilary West
Mr. Ernest Perry
Mrs. Sheila Walker
Mrs. Patricia Howe

CANONS COMMITTEE
Mr. P. C. Barwick, Chairman
Mr. Larry Overton
Mrs. June Liverman
The Rev. Maxine Maddox
The Rev. Fred Fordham
The Rev. Edward Sharp
Mr. P. C. Barwick, Chairman

COURTESY COMMITTEE
Mrs. Barbara Werner, Chairman
The Rev. Phil Glick
Mrs. Pinky Porter
The Rev. A. C. Marble, Jr.

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Mr. Charles Lipe

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The Rev. A. C. Marble, Jr.
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Mrs. Jane Martin
Mrs. Marguerite Whitfield
Mrs. Paula Poisson
The Rev. Richard Warner, Jr.
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Mr. Robert Nielsen
Mr. Nehemiah Parker
Mrs. Helen Rountree

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The Rev. Russell Johnson
Mr. Rod Andrew
Dr. John Horton
Mrs. Grace Hancock

RESOLUTIONS COMMITTEE
The Rev. Lucy Talbott, Chairman
Mr. Dick Page
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DELEGATES AND ALTERNATES
ONE HUNDRED AND EIGHTH ANNUAL CONVENTION
OF THE DIOCESE OF EAST CAROLINA

DELEGATES	ALTERNATES
ST. THOMAS, AHOSKIE	
Larry Overton Route 1, Box 254 Aulander, NC 27805	Betsy Overton Route 1, Box 254 Aulander, NC 27805
Colin Jones P.O. Box 540 Winton, NC 27986	Patsy Jones P.O. Box 540 Winton, NC 27986
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HOLY CROSS, AURORA	
Harry Douglas Route 2, Box 345 Aurora, NC 27806	Winnie G. Douglas Route 2, Box 345 Aurora, NC 27806
ST. THOMAS, BATH	
Carolyn Duckett 7 Palmetto Place Greenville, NC 27858	Charles Duckett 7 Palmetto Place Greenville, NC 27858
Harry Muir Main Street Bath, NC 27808	
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Claud R. Wheatly, Jr. 719 Front Street Beaufort, NC 28516	Jane Bullock 209 George Street Beaufort, NC 28516
Penny Lloyd 212 Vine Street Beaufort, NC 28516	Allen O'Bryan 114 Ann Street Beaufort, NC 28516
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ST. MARY'S BURGAW	
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Helen Crouch 505 E. Main Street Wallace, NC 28466	Anthony Caputo 302 S. Cowan Street Burgaw, NC 28425
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David M. Sparrow 221 Simmons Street Washington, NC 27889	Michelle L. Sparrow 221 Simmons Street Washington, NC 27889
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Louise Ezzell Route 1, Box 322 Magnolia, NC 28453	Nancy Mathews 116 Kerr Street Clinton, NC 28328

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COLUMBIA, ST. ANDREW'S

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Darryl Foytik R. 2, 130A Alder Branch Shiloh, NC 27974	Ann Hughes 1514 Crescent Drive Elizabeth City, 27909
Lennie Hughes 1514 Crescent Drive Elizabeth City, NC 27909	Myrtle Pritchard P.O. Box 536 Elizabeth City, 27909

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Lisa Pierce Route 3, Box 398-AA4 Jacksonville, NC 28540	Dianne Ward Route 2, Box 255 Holly Ridge, NC 28445
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WASHINGTON, ST. PETER'S	
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Hodges Hackney Rt. 5, Box 60 Washington, NC 27889	Robert Meek 110 Lauren Place Washington 27889
Richard Barber 409 Camelia Drive Washington, NC 27889	Lynn Davenport 202 Isabella Ave. Washington 27889
Lex Mann 624 W. Main Street Washington, NC 27889	
Donald Davenport 202 Isabella Avenue Washington, NC 27889	

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Susan Deans Route 4, Box 152 Whiteville, NC 28472	Eva Cooper Route 2, Box 262B Whiteville, NC 28472

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JOURNAL OF PROCEEDINGS
ONE HUNDRED AND EIGHTH ANNUAL CONVENTION
HILTON INN, WILMINGTON, NC

On Friday, February 8, 1991, at 9:00 a.m., the Right Reverend Brice Sidney Sanders called the One Hundred and Eighth Annual Convention of the Diocese of East Carolina to order.

Opening prayers were conducted by The Reverend A. C. Marble, Jr., before beginning the business session of the convention.

The Reverend A. C. Marble, Jr., Chairman of the Credentials Committee, was called upon and gave his report as follows: It was reported that sixty-eight clergy and one hundred and fifty-nine lay delegates were present.

Mrs. Ginny Shew, Chairman of the Nominations Committee, nominated The Reverend A. C. Marble, Jr., for the Office of Secretary. The nomination was seconded; nominations were closed and The Rev. Mr. Marble was duly elected.

Bishop Sanders nominated Mr. P. C. Barwick of St. Mary's, Kinston as Chancellor of the Diocese. The nomination was seconded; nominations were closed and Mr. Barwick was duly elected.

Bishop Sanders then appointed Mr. Larry Overton of St. Thomas, Ahoskie, as Parliamentarian of the Convention and called upon Mr. Overton to come forward.

Mrs. Ginny Shew nominated Doctor Lawrence Brewster for the Office of Historiographer. The nomination was seconded; nominations were closed and Doctor Brewster was duly elected.

Bishop Sanders appointed The Honorable Horton Rountree as Dispatch of Business and asked that Judge Rountree come forward. Mrs. Ginny Shew then nominated Mr. Wallace Weeks for the Office of Treasurer. The nomination was seconded; nominations were closed and Mr. Weeks was duly elected.

The Convention Committee was then announced by Bishop Sanders, as follows: Mr. Robert Van Veld, Chairman; The Rev. Richard Warner, Co-Chairman; Mrs. Jane Martin, Mrs. Becky Eckhardt, Mr. Calvin Dixon, Mrs. Ede Baldridge, Mrs. Paula Poisson, The Rev. Maxine Maddox, The Rev. Joe Cooper, The Rev. Phil Craig, and The Rev. A. C. Marble, Jr. Bishop Sanders expressed the appreciation of the Diocese for the outstanding job the Convention Committee has done.

Mr. Robert Van Veld, Chairman of the Convention Committee, was called upon and gave his report. Mr. Van Veld joined Bishop Sanders in expressing his appreciation to the Convention Committee for their work in preparation for the convention.

Mr. Van Veld then moved for the adoption of the Proposed Agenda, as outlined in the workbook. The motion was seconded; there was no discussion;

the motion was carried and the Proposed Agenda and Mr. Weeks was duly elected.

Mr. Robert Van Veld, Chairman of the Convention Committee, gave his report.

The Rev. A. C. Marble, Jr. announced the following committee appointments:

Nominations Committee: Mrs. Ginny Shew, Chairman; Mr. Rod Andrew, Dr. John Horton, Mrs. Grace Hancock, and The Rev. Russell Johnson.

Committee on the Bishop's Address: The Rev. William Dornemann, Chairman; The Rev. Hilary West, Dr. Ernest Perry, Mrs. Sheila Walker, and Mrs. Patricia Howe.

Credentials Committee: The Rev. A. C. Marble, Jr., Chairman; Mr. Charles Lipe, Mrs. Paula Poisson, and Mrs. Barbara Keyhayes.

Committee on Courtesy: Mrs. Barbara Werner, Chairman; The Rev. Phillip Glick, Mrs. Pinky Porter, and Mrs. Libba Pate.

Canons: Mr. Algernon Butler, Chairman; Mr. Larry Overton, Mrs. June Liverman, The Rev. Edward Sharp, The Rev. Maxine Maddox, and The Rev. Fred Fordham.

Parishes and Missions: Mrs. Carolyn Duckett, Chairperson; Mr. Harry Douglas, Mrs. Norma Van Veld, The Rev. Joshua MacKenzie, and The Rev. Judson Mayfield.

Resolutions Committee: The Rev. Lucy Talbott, Chairperson; Mr. Dwight Johnson, Mr. Haven Newton, Mrs. Alicia Ragsdale, and Mr. Dick Page.

Bishop Sanders then delivered his address to the 108th Annual Convention.

Bishop Sanders introduced and welcomed the special guests to the 1991 convention and then introduced the new clergy to the Diocese as follows: The Rev. Scotty Brock and his wife, Mary Anne, St. James, Wilmington; The Rev. Jeremiah Day and his wife, Marian, Trinity, Chocowinity and Zion, Washington; The Rev. Maxine Maddox, St. John's, Wilmington, and The Rev. Hilary West, St. Andrew's, Nags Head.

Bishop Sanders announced the retirement of The Rev. Frank Ross as Rector in Southport.

The following seminarians were introduced by Bishop Sanders and welcomed by the assembly: From Sewanee: Ben Dixon, Steve Evans, Buddy Oliver, and John Russell; From General: Jeff Krantz; From Duke: Teresa Lawrence;

From VTS: Frank Russ and Jimmy Taylor. Mrs. Carolyn Craig, a seminarian who could not be present due to distance, was acknowledged by Bishop Sanders. Ms. Craig is at the Church Divinity School of the Pacific.

Bishop Sanders announced the following appointments: The Rev. Bonnie Clarke, Priest-in-Charge of St. Augustine's, Kinston; The Rev. Jeffrey Douglas, Rector of Holy Innocents, Kinston; The Rev. George Abele, Priest-in-Charge of Hyde County parishes; The Rev. Gary Fulton, Priest of Bath, Belhaven, and Yeatsville; and The Rev. Jack Taylor, Priest-in-Charge of St. Mary's, Gatesville.

Mrs. Ginny Shew, Chairman of the Nominations Committee, was then called upon and gave her report as follows: Mrs. Shew expressed her thanks to the members for their prompt response in getting their nominations in early so that they could be published in Cross Current. The offices to be filled are shown on Page 25 of the workbook and nomination forms are on Page 23 of the workbook. Further nominations must be turned in to the Secretary of the Convention by 1:00 p.m. on February 8th and must be accompanied by the consent of the nominee. Mrs. Shew moved that the convention vote by majority ballot. The motion was seconded; there was no discussion and the motion was carried.

Nominations were opened for members of the Standing Committee, in addition to those listed in the workbook. The Rev. Lucy Talbott was nominated; the nomination was seconded and The Rev. Ms. Talbott's name was added to the ballot. There being no further nominations from the floor, nominations were closed. Nominees are as follows: The Rev. William Dornemann and The Rev. Lucy Talbott, Clergy; Mrs. Ginny Shew, Lay Order.

Bishop Sanders called upon The Rev. David Chamberlain for his report of the Commission on Evangelism. The Rev. Mr. Chamberlain advised the assembly of the resolution of the Bishops at Lambeth: This conference, recognizing that evangelism is the primary task given to the church, asks each province and diocese of the angelican community, in cooperation with other Christians, to make the closing years of this millenium a decade of evangelism with a renewed and united emphasis on making Christ known to the people of this world.

Both the General Convention and the Executive Council of the Episcopal Church have focused on the 1990s as a period of evangelistic emphasis. The Executive Council has established Evangelism and Renewal as one of its six targeted areas of development and will study and make recommendations to the Bishop and implement ways to proclaim the good news of Jesus Christ to all people.

The Rev. Edward Dunlap, President of the Standing Committee, was called upon for his report. The Rev. Mr. Dunlap's report was accepted as filed.

Bishop Sanders asked that Mr. Albert Gooch come forward to give his report on Kanuga. Mr. Gooch expressed his appreciation to both the Diocese and

the people of East Carolina for their support of Kanuga's programs. Mr. Gooch outlined the various activities of Kanuga over the past year and advised that over 25,000 people came through Kanuga in 1990. There are staff positions available at Kanuga during the summer for young people. The assembly was encouraged to put any interested persons in touch with Director Gooch.

Bishop Sanders announced that there are also positions open at Trinity Center for the summer.

The Rev. Lucy Talbott of St. Paul's, Fayetteville, was elected to the Standing Committee, along with Mrs. Ginny Shew, Church of the Servant, Wilmington.

Bishop Sanders called upon Mr. Wallace Weeks to present the 1990 Budget for approval and the 1991 Proposed Budget for information purposes. Mr. Weeks referred to a handout that was delivered on the budget.

There being no questions or comments on the 1990 Budget, it was moved that the budget be approved as filed. The motion was seconded; there was no discussion, and the motion carried. Bishop Sanders then asked for a review of the 1991 Proposed Budget.

Mr. Weeks outlined the highlights of the 1991 Proposed Budget and announced that there would be a hearing held in the afternoon to answer any questions or give clarification.

Following a brief recess, The Rev. Ms. Lucy Talbott, Chairman of the Resolutions Committee, was called upon for the introduction of resolutions. Resolutions will be read today and will be voted on during the February 9th session.

The Rev. Ms. Talbott read Resolution Number One concerning support of sanctuary, which was submitted by Mr. Harry Muir, St. Thomas, Bath. Mr. Muir spoke in favor of said resolution; Mr. William Holt spoke against.

The Rev. Ms. Talbott read Resolution Number Two concerning in-service conscientious objectors, which was submitted by Mr. Harry Muir. Mr. Muir spoke in favor; Col. Fred Best spoke against.

The Rev. Ms. Talbott read Resolution Number Three concerning the appreciation to St. Thomas and St. James churches for their support in the ministry in Hyde County. A member of the assembly spoke in favor; no one spoke against.

The Rev. Ms. Talbott read another resolution concerning the removal of Bishop John Shelby from office as a bishop of the Episcopal Church and for equal time on NBC's Today Show to counteract Bishop Spong's words that his beliefs represent the views of the Episcopal Church. This resolution was submitted by William Holt, Jim Christian, Joe Lawrence, Marty Kreamer and Todd Carey. William Holt spoke in favor; Joe Cooper spoke against.

The Rev. Ms. Talbott outlined a further resolution addressed to the Diocesan Convention concerning a recommittment to daily Bible study, increased commitment to intercessory prayer, to embrace evangelism in its truest sense, recommitment to the biblical precedent of the tithe and a call to moral repentence. This resolution was submitted by Jim Christian, who spoke in favor; The Rev. Hamilton Fuller spoke against.

Bishop Sanders called upon Mr. Algernon Butler, Chairman of the Committee on Constitution and Canons, to give his report. Mr. Butler outlined the various amendments regarding the authority of Executive Council as proposed by the Chancellor of the Diocese and the Committee on Constitution and Canons.These changes will be voted on during the February 9th session.

Mrs. Janice Ellegor was called upon by Bishop Sanders to report on Shepherd's Staff. Mrs. Ellegor reported that in 1990, over 2,500 requests were received ranging from food, fuel and medicine to transportation to medical facilities. Over one hundred families are being serviced on a monthly basis. Mrs. Ellegor furnished some background on Shepherd's Staff and asked for the continued support of the assembly in helping unfortunate people in the communities served by Shepherd's Staff. Mrs. Ellegor thanked both Bishop Sanders and The Rev. Jud Mayfield, who have made the dream of Shepherd's Staff become a reality.

Bishop Sanders introduced the following special guests: Captain James and Mary Kirstein, Cherry Point, North Carolina; Colonel Duane Westfield, Fort Bragg, North Carolina; Lloyd Wilkinson, Retired Major General of the U.S. Marine Corps., Jacksonville, North Carolina; Commander Douglas Shamberger, Camp Lejeune, North Carolina; Colonel David Jones, Commanding Officer of New River Air Station; Colonel Lee Brossy, Camp Lejeune, North Carolina, and Captain Shearin from Camp Lejeune; Julie Strach, Susan White and Colonel Frederick Best, St. Michael's Church, Fort Bragg.

Bishop Sanders presented Bishop Charles Keyser, Suffragan Bishop of the Armed Forces, who delivered an address.

In the absence of The Rev. Ton Whiteside, Bishop Sanders called upon The Rev. Robert Cook to speak in his stead. The Rev. Mr. Cook invited all members to the hunger luncheon at good Shepherd House.

The Rev. A. C. Marble, Jr. then explained the procedures for the break out sessions and the various locations of the sessions.

Noonday Prayers having been giving by Bishop Charles Keyser, the morning session of the convention was adjourned until 4:00 p.m.

Bishop Sanders called the afternoon session of the convention to order.

Mrs. Harriette Wagner was called upon to give her report for the Episcopal Church Women. Mrs. Wagner submitted her report by title.

Bishop Sanders called upon The Rev. Robert Beasley for his report on Christian Social Ministries. The Rev. Mr. Beasley submitted his report by title.

Activities of Christian Social Ministries included Farmworker Ministry, Racism, Social Workers' Retreat, Tri-Diocesan Meetings and Human Sexuality.

Mr. Clarence Leary, Chairman of the Stewardship Committee, was called for his report. Mr. Leary summarized the efforts of the committee and its future goals. He expressed his personal thanks to all of the members of the committee for their long, hard work.

The Rev. Lucy Talbott was called upon to present the following additional resolutions: First, a resolution to establish a Commission on Caring for Creation, which was submitted by Mr. Jeff Smith, St. Andrew's By the Sea; Althea Carlson, St. Paul's, Wilmington; Billie Craft, St. John's, Wilmington; and Colin Jones, St. Thomas, Ahoskie. Mr. Jeff Smith spoke in favor; Bill Bradbury spoke against.

The second resolution was ready by The Rev. Ms. Talbott and concerned Quality Domiciliary Care for Elderly Persons, which was submitted by Dr. Suzette M. Stines, Good Shepherd, Wilmington. Dr. Stines spoke in favor; no one spoke against.

The next two resolutions read by The Rev. Ms. Talbott concerned the human costs involved in the war in the Persian Gulf; first, support for families of armed forces personnel, which was submitted by Mr. David Wall, St. Christopher's. Mr. O'Brien spoke in favor. There was discussion on the resolution and the specific request for funding was withdrawn from the resolution as originally read.

The next resolution concerning the human cost of the war was submitted by the delegations of St. Stephen's, Goldsboro, and St. Anne's, Jacksonville, and asked for prayer and support for those killed in action, missing in action and those who are prisoners of war. A total of forty-six military persons were remembered by name. Bishop Sanders ordered the passage of this resolution and the convention stood for prayer.

The Rev. Ms. Talbott announced that tomorrow morning, there will be three resolutions of thanksgiving. They will be for the ministries and work of the Revs. Frank Ross, Edward Sharp, and The Rt. Rev. Charles Keyser. All of these will be read and acted upon tomorrow morning.

Bishop Sanders announced that Creative Christian Stewardship Grants were able to respond immediately to the crisis of military families and a grant to the Bishop's Discretionary Fund in the amount of $6,000.00 for the relief of military families.

Mr. Robert Van Veld, Foundation President, was called upon for his report. Dr. Van Veld gave a brief review of the activities of the Foundation during the past year. The Foundation consists of twenty-four lay persons, and its primary purpose is to care for funds given to the Diocese. The current value of these funds is approximately 3.7 million dollars. $60,000.00 was set aside from the principal of the funds of the Foundation to be used for construction loans for the Beaufort-Hyde Development Commission.

Bishop Sanders called upon The Rev. Phil Craig for his report on the Clergy Salary Study Committee, which appears in full on Page 43 of the workbook. The Rev. Mr. Craig summarized the four items he wished to bring to the attention jof the convention. Recommendations include a 5.4% increase for the cost of living, to begin to assume responsibilities for half of Social Security taxes, to increase the Medigap coverage for retired clergy to $624.00 per year for those serving ten or more years and, finally, that mileage allowance be increased from .22 to .26 per mile.

The Rev. Mr. Craig moved for approval of each of the above recommendations in turn. Each motion was seconded; there was no discussion and the motions were carried, respectively and unanimously.

The Rev. Cyril Burke gave his report on St. Augustine's College and also announced his retirement later this year.

Mrs. Carolyn Duckett, Chairperson for the Department of Mission, gave her report to the convention.

The Rev. Joshua MacKenzie then came forward to present a recommendation of the Department of Mission. The Rev. Mr. MacKenzie referred to page 86 of the workbook for the following proposal: That an overnight or full day session be held for planning for the future of the Diocese. A motion was made and carred that the proposal of the Department of Mission be adopted by the convention.

The Rev. A. C. Marble, Jr. announced that budget hearings and hearings on canon changes be held on the 9th Floor Lounge. Hearings on resolutions concerning sanctuary and in-service conscientious objectors will take place in Tidewater Carolina Room, with the Rev. Lucy Talbott moderating those hearings. The Spong Resolution and the second resolution from the Gladstone House Church will be in the Cape Fear Room with The Rev. Phil Craig as moderator. These hearings will immediately follow the adjournment of this session.

Ms. Jane Wynne announced that the Courtesy Committee will meet at Table 21 following adjournment. The annual breakfast for Deacons and the Committee on the Diaconate will meet tomorrow morning at 7:30 in the Carolina Room.

The Rev. Joseph Cooper announced that Evensong will begin at 6:00 p.m. at St. Paul's Episcopal Church. Following that, Break Bread with Christian Ed will be held at 7:00 p.m., and the Mardi Gras Ball will begin at 8:00 p.m. At 5:30 p.m., Bishop Sanders adjourned the February 8th session of the 108th Annual Convention of the Diocese of East Carolina. Proceedings will be resumed at 9:00 a.m. on Saturday, February 9th, 1991.

SATURDAY, FEBRUARY 9, 1991

The second session of the 108th Annual Convention of the Diocese of East Carolina was called to order at 9:00 a.m. by Bishop Sanders. Opening

Prayers were conducted by The Rev. A. C. Marble, Jr., and Bishop Sanders presented his Homily before beginning the Legislative Session of the Convention.

Bishop Sanders called upon Ms. Carol Taylor to report on youth work and Camp Trinity. Ms. Taylor referred to the Camp Trinity Youth Ministries Commission reports in the workbook. Ms. Taylor outlined the activities and growth of the youth program over the past year and recognized The Rev. Chris Mason, Chairman of the Youth Commission, and all those involved in the youth program.

Ms. Taylor advised that 540 campers attended Camp Trinity this past summer and the Camp for the Handicapped Session was again full for the fourth summer. In the future, this camp will be known as the Adventurer Session. Camp brochures are being printed and will be distributed shortly.

Mr. Wallace Weeks presented the Proposed 1991 Budget. A motion was made to adopt the Proposed 1991 Budget; the motion was seconded; there was no discussion, and the budget was accepted as presented.

The Rev. Phillip Craig, Chairman of the Board of Trinity Center, was called up for his report. The Rev. Mr. Craig submitted his report by title.

Mr. Channing Daniel, Interim Director of Trinity Center, updated the convention on the growth of Trinity Center. In 1990, the center greeted 310 groups, 66 percent of which came from outside the Diocesan family. The facility serviced 9,100 people including 540 campers.

Bishop Sanders ordered a vote on the changes in Constitution and Canons totally, rather than one at a time. The intent of the changes is to clarify the language in the Constitution and Canons and to make clear who has control over the unrestricted income of the Foundation. A motion was made for the adoption of these changes; the motion was seconded; there was no discussion, and the motion was carried.

Mr. William Moore, Director of Thompson Children's Home, submitted his report by title.

The Rev. Lucy Talbott presented twelve resolutions to be decided upon. The first resolution, giving thanks to the military personnel lost to the conflict in the Middle East, with two additions. There being no discussion, the resolution was adopted as amended.

The Rev. Ms. Talbott presented the resolution concerning support for families of Armed Forces personnel. One change was made, which was read by The Rev. Ms. Talbott, and the committee moved for the adoption of this substitute resolution. The motion was seconded; discussion followed.

The Rev. Judson Mayfield moved for the deletion fo the first paragraph of this resolution. The motion was seconded; there was further discussion on

deleting the words "called up from civilian jobs;" the assembly voted, and the amendment was passed.

Bishop Sanders called for a vote on the resolution as amended. A motion was made and seconded; there was no discussion, and the resolution was adopted as amended.

The Rev. Ms. Talbott presented the next resolution concerning Domiciliary Care for Elderly Persons. The committee moved for the adoption of the resolution; the motion was seconded; there was no discussion; the assembly voted, and the resolution was adopted.

The next resolution for consideration concerned Sanctuary. The Rev. Ms. Talbott announced that this resolution was withdrawn by the sponsor.

The Rev. Ms. Talbott read the next resolution concerning support of in-service conscientious objectors. The committee moved for the adoption of this resolution and the motion was seconded. A second motion was made that this resolution be tabled since there was no hearing yesterday on the substitute resolution as read by The Rev. Ms. Talbott. The Rev. Ms. Talbott clarified that the original resolution was discussed and the substitute resolution is a result of that hearing. The assembly voted on the motion to table the resolution, and the motion failed.

The Rev. Bill Trimble moved that the words, "even if their claim is denied" be stricken as an amendment to this resolution. The motion was seconded, and Mr. Trimble spoke in favor of this amendment.

Another motion was made to further amend this resolution and substitute the words "minister to" with the word "support" and strike out the words "and their refusal to participate in war."

Following a brief recess, Bishop Sanders announced the following election results: Clergy to Executive Council are The Revs. Phil Glick, Russell Johnson, Ton Whiteside, and Richard Warner for a one-year term. Lay persons to Executive Council are Mrs. Libba Pate, Mr. David Stoller, Mrs. Norma Van Veld, and Mrs. Sheila Walker.

The Rev. Ms. Talbott presented the next resolution concerning Bishop Spong. The Convention moved that this resolution be tabled; the motion was seconded; the convention voted, and the resolution was tabled.

The next resolution was presented by The Rev. Ms. Talbott concerning the establishment of a Commission on Caring for Creation. The Convention moved for the adoption of this resolution. The motion was seconded; there was no discussion; the convention voted, and resolution was adopted.

The Rev. Ms. Talbott presented the next resolution concerning appreciation to St. Thomas and St. James Churches. The Committee moved for the adoption of this resolution. The motion was seconded; there was no discussion; the convention voted, and the resolution was adopted.

The next resolution presented concerned the expression of gratitude of the

convention for the work of Bishop Keyser and all who minister to those involved in the war in the Persian Gulf. The committee moved for the adoption of this resolution; the motion was seconded; there was no discussion; the assembly voted, and the resolution was adopted.

The Rev. Ms. Talbott presented the next resolution concerning appreciation of the work of The Rev. Frank Ross. The Committee moved for the adoption of this resolution; the motion was seconded; there was no discussion; the assembly voted, and the resolution was adopted.

Bishop Sanders announced the Dr. Charles Garrett was elected as Trustee of the Diocese.

The Rev. Ms. Talbott presented the last resolution concerning appreciation for the ministry of The Rev. Edward Sharp. The convention moved for the adoption of this resolution; the motion was seconded; there was no discussion; the convention voted, and the resolution was adopted.

Bishop Sanders called upon Mrs. Coleman Hardy for her report on St. Mary's College. Mrs. Hardy expressed the best wishes of The Rev. Janet Watrous who could not be here.

Bishop Sanders nominated the members of the Episcopal Foundation as follows: Mr. Larry Overton, Mrs. Wood Beasley, Mr. Alban Barrus, and Mr. Lewis Nunnelee. The nominations were seconded; the convention voted, and the members were duly elected.

Bishop Sanders then nominated the Commission on Ministry members as follows: The Rev. Bonnie Clarke, The Rev. Robert Hobgood, and Mrs. Skeet Stewart. The nominations were seconded; the assembly voted, and the members were duly elected.

Bishop Sanders nominated the Trinity Board of Managers as follows: Mr. Frank Wakefield, Mr. Mike Morgan, The Rev. John Hagood, and Mrs. Mercedes Newsome. The nominations were seconded; the convention voted, and the members were duly elected.

The Rev. William Dornemann gave the report for the Committee on the Bishop's Address. The Rev. Mr. Dornemann expressed gratitude for Bishop Sanders' leadership and for his focus on rededication to Christ.

Mrs. Barbara Werner, Chairman of the Committee on Courtesy, expressed gratitude to The Rev. Robert Cook, Rector of St. James, Wilmington, and host for the Episcopal Development Convention of the Lower Cape Fear; Mr. Sam Burke, Convention Music Director; the brass ensemble from the North Carolina School of the Arts and the choirs; The Rev. Joe Cooper and the Commission on Liturgy.

An announcement was made that the Standing Committee had elected its officers as follows: The Rev. Josh MacKenzie, President; The Rev. Phil Craig, Vice-President, and Mrs. Ginny Shew, Secretary.

There being no further business, Bishop Sanders expressed his appreciation to the convention for their support and participation in the 108th Annual Convention of the Diocese of East Carolina and led the assembly in the Liturgy of the Table. The Convention was adjourned at 12:30 p.m.

BISHOP SANDERS' SERMON
ONE HUNDRED AND EIGHTH ANNUAL CONVENTION
DIOCESE OF EAST CAROLINA
ST. JAMES EPISCOPAL CHURCH, WILMINGTON, NC

From our Gospel for tonight, "Then James and John, the sons of Zebedee came to Jesus. Teacher, they said, we want you to do for us whatever we ask. What do you want me to do for you, he asked? They replied, let one of us sit at your right hand and the other at your left in your glory."

It's a request God is used to. God, we say, we want you to do for us whatever we ask. Bring me a bicycle, get me a wife, get me a promotion, make my child well. Teacher, we say with James and John, we want you to do for us whatever we ask.

James and John were clear in their request. Status and privilege is what they sought. Let us be your two most trusted advisors when you come into your kingdom. After all, we deserve it. We've worked for it. We've earned it. The problem is, the rest of the twelve thought they had earned it, also. And they were furious at James and John for making the request, for each knew that he deserved the positions much more than James and John. Power and prestige. The lawyer works hard to become a partner in his firm. The corporation vice-presidents kill each other to become chief executive officer. And what about clergy, are we immune? During my last round with the doctors, I sat down with a man I had never met before. I had on my purple shirt. He wanted to know what I did. I explained as best I could. He wanted to know about the purple shirt. I told him it was a symbol of the office of bishop. He responded, "I figured you were required to wear it; I can't imagine anyone wearing a purple shirt unless they had to."

Power and prestige. The signs of original sin. It is a part of all of us, even our Lord's most trusted twelve. But let me talk for a moment about some power and prestige that we have as Americans. I didn't say that it is a power and prestige that is had by <u>all</u> Americans, because a lot of Americans don't have it, and their ranks multiply daily. I talk of a power and prestige that you and I have and that we have had so long that we take it for granted. For we have become a people who see our luxuries as necessities, and our privileges as rights. Let me repeat that. We have become a people who see our luxuries as necessities, and our privileges as rights. My God, how many people do we have to kill in this country either by automobile or handgun before we realize that drivers licenses and gun possession are two rights we can no longer afford. As responsibly earned privileges, certainly. As the right of every citizen, we can afford them no more. Or how about our necessities? Necessities fit under the category of food, clothing, shelter. Not mentioned are brand name clothes, pump tennis shoes, or the houses that most of us have. Or let me ask it another way. What do you need that you don't have? Honest answer, now. If you have to answer like me - absolutely nothing. O.K. Then let's do it another way. What do you have that you don't actually need? It's not a list that I want to make, do you? But don't get me wrong, I do grieve over the starving children, and the hungry and homeless in this country; but, you know, with this war and recession,

we couldn't think about raising our church pledges, could we? And what's all this talk about sacrificial giving, anyway? Jesus, we want you to do for us whatever we ask.

Jesus was very clear to James and John about what he would give them. You will drink of my cup and share in my baptism. You will carry my cross. Jesus was very clear to James and John. If we are really looking for what so many of us seem to be living for, we had best look somewhere other than Jesus. For He is not interested in power and prestige.

In a moment we will renew our baptismal vows. They do not reflect the world's system of values; they state what Christ asks of each of us. They do not model power and prestige; they model servanthood and sacrifice.

In a moment we will renew our baptismal vows. I believe Jesus expects us to listen to those questions with a deep seriousness. I believe that he will listen to our answers with as deep a seriousness, as well.

Jesus' call on our life is clear, so is His grace and strength that will allow us to live into that call. The only question that remains is what is it that we ask of Christ?

BISHOP SANDERS' ADDRESS
ONE HUNDRED AND EIGHTH ANNUAL CONVENTION
HILTON, WILMINGTON
FEBRUARY 8, 1991

I write these words against the backdrop of a difficult and costly war. It is a war that nightly invades the confines of our living room. Never before has a civilian population been able to cut into their eight ounce medium rare New York Strip while watching one of our Patriot missiles shoot down a dreaded Scud. If we feel like we are going a little crazy, perhaps we are. For the whole situation is insane.

I speak these words to congregations whose ranks have been decimated by this war. I speak these words to individuals who have mothers, fathers, wives, husbands, dug into the sands of Saudi Arabia or flying over the skies of Iraq. May the men and women of our armed forces and those who love them know nothing but the total, complete, unified, and unqualified support of the citizens of this country. These are our finest and our best and they deserve our deepest praise.

But is there not something obscene about this war? Is it not obscene for me to ask young men and women to fight a war for me that could cost them everything, while I sit safely at home watching the same war that is costing me nothing? Don't misunderstand me. I know the tremendous cost paid by the loved ones of our military. I also know what this war is doing to our Federal Budget Deficit, but we've already arranged for our children to pay for most of that. I know too that our poor and homeless and underprivileged will pay the cost of this war, but we are not any of those. How costly this war should be not only to those who fight it, but in some way it should be just as costly to you and me. May God have mercy on our souls.

Over forty years ago, Dietrich Bonhoeffer wrote a book entitled, The Cost of Discipleship. He had a right to write that book. He was martyred at the hands of Nazi Germany. His book echoes our Lord's words when he said, "If anyone wants to be a follower of mine, let him take up his cross and follow. For anyone who wants to save his life will lose it; but anyone who loses his life for my sake will find it."

Well, the good news is that life is being found all over Eastern North Carolina. . . in Pungo Village in Belhaven where shortly thirty-eight couples will be moving into apartments constructed for the rural elderly poor. . . in a magnificent new day care center in Newton Grove that will ease the burden for migrant families. . . in the first ray of hope lighting the face of the homeless and helpless in Good Shepherd House. . . in the sudden understanding of the child being tutored by Crossroads. Programs that we certainly support and for that I give thanks and praise. But, once again, may we give homage to the men and women who are paying the cost for us on the front lines; the Jud Mayfields, Janice Ellegors, Amy Tresters, Ton Whitesides and Jack Dunns of this world. Without them our support would be worthless. To them I offer my deepest gratitude.

Yes, the good news is that life is being found all over Eastern North Carolina. At Trinity Center where wholeness is given back to so many; in Happening and New Beginnings where life is given back to our youth; and in Cursillo that is life finding for so many adults. I attend services of worship all over this Diocese where there is vibrancy and vitality, and the unmistakeable power of our Risen Lord.

How do I thank so many? How do I thank Jacque, and JoAnne and Myrtle

and Johnny and all the rest of the committed staff at Trinity Center who turned last year's $40,000 deficit into a year when we ended up in the black. How do I thank Mr. Channing Daniel who has given tremendous time and energy and expertise to serve as Interim Director at Trinity during this period?

How do I thank The Rev. Ed Sharp who for the past thirty-nine years has served this diocese and its parishes and missions in almost every conceivable way and who has been faithful priest and pastor and role model for so many of us. Ed will be retiring the first of April and may we thank him for all he has meant to all of us.

How do I thank Jane and Chip and Carol and Lynn and Judy and Cynthia who run the tightest, most efficient, most cost conscious and most pleasant diocese in this country with no thought of the cost to themselves? I have basically the same staff I began with when I became your diocesan eight years ago. During those eight years the work and programming of this diocese has quadrupled. The Rev. Chris Mason, head of our Department of Youth, says of Carol Taylor and his department that which is true, "We are maxed out. We can do no more with the money and manpower that has been allocated to us". There is so much more that the Department of Youth needs to be doing. But it cannot be done unless more money and manpower is made available. The same is true of the departments presided over by Chip and Jane. I want to say this as clearly as I can; you cannot stretch your diocesan resources both in terms of money and manpower any thinner. I simply will not permit it. For the past two years I had hoped to add another person to my staff and I had frankly hoped that person would be a well qualified black. I had hoped that he or she would work in Outreach Ministries and also with our black congregations. I had also hoped to add another support person to our staff in order to lessen the increasing load on some of the others who work with me. Because of budget constraints neither will be possible. Even with these cuts we have $7,100 less to spend on Diocesan programs than we did in 1990.

As you know our proposed budget for 1991 was in such disarray that I chose to go back to the congregations of the diocese to ask for additional funding. Let me assure you that this is the first time in my thirty-six years in the ordained ministry that I felt it necessary to do this. I was heartened by the response. I was appalled by the fact that I had to ask. Let's look, for a moment, at the budget. We were simply unable to decrease our dependence on the Foundation $20,000, nor were we able to increase our outside giving 2% as we have in years past. I have given a cost of living adjustment to my lay staff; particularly since I was unable to provide them with additional help. Chip and I show only the Social Security allowance and I show this, in my case, only because it was mandated by Diocesan Convention.

There are those who would have us ease our budget constraints by not accepting our full apportionment and assessment from the National Church. A number of dioceses have elected to do this. I do not believe in taxation without representation. However, we are fully represented at the church's National Convention where our budget is set. I am a team player, and once the team has made a decision, I intend, in most instances to abide by it. We are a part of the National Church, and it is a part of us. I pray God that our apportionment and assessment, along with our outside giving will be the first budgetary items that we accept.

I am proud of, and thankful for so much that we do. In 1985, for

example, our grants to mission churches totalled $138,000. In your proposed budget we are asking for only $63,000. This has happened because the Department of Mission has done such an excellent job in holding our smaller churches accountable, while at the same time strengthening and restructuring our small church ministries. We actually have more small churches with stronger ministries for a much reduced cost. And many of our smaller churches have discovered a new identity and purpose because of this.

Our Department of Mission is also about to conclude its area studies, studies which have helped each congregation in the Diocese examine its own strengths and weaknesses, learn about its immediate area, and hopefully identify ministries that are unique to that congregation alone. I have had both clergy and laypeople tell me that this is the most significant thing that they can remember having happened in their parish. For other congregations it was moderately helpful, and for others, it seemed not to be helpful at all. It comes as no surprise to me that the churches, almost without exception, who found it least helpful were those churches who didn't bother with it very much. The hard truth is that these are often the churches whose wardens seldom make it to the Bishop's Conference for Wardens, and whose stewardship leaders never make it to the training sessions designed to help them in their efforts. Someone once asked our Presiding Bishop the greatest problem the church faces today and his immediate response was one word, "apathy". So many of our churches are vibrant and alive, but in some, the apathy is so apparent that it is almost overwhelming.

Jesus walked by the pool and passed a man who had been lame for thirty-eight years and the man cried out, "Jesus, heal me." And Jesus looked at him at said, "Do you really want to be healed?" And I would ask the same question to some of our congregations, "Do you want to be healed?" Do we want to be congregations where people are real and alive to one another, or shall some of us remain congregations that wear their Sunday masks to church along with their Sunday clothes? Do we see our church not as a Divine agency for the extension of God's kingdom, but as something that must be preserved "as is" for the happiness and well-being of its members? Is stewardship simply a way to pay our bills or an exciting sacrificial challenge that allows us to extend servant ministries in Christ's name?

Fred Buechner writes of someone he loves very dearly, "She never developed the giving, loving side of what she might have been as a human being, and, needless to say, for her that's where the real suffering came". "She never developed the giving, loving side of what she might have been." What a sad epitaph for Fred Buechner to have to write about his mother... or for you to have to write about your church.

For the eight years I have been your Diocesan we have walked a path together. It is a path that we have discerned together and I believe that it has been of God. It has had us do things pedestrian, but necessary. A new office building in Kinston, a central location. It has also led us to the dizzying heights of Trinity Center, and significant youth work and stewardship and extended outside ministries and all the rest. Many of us have walked this path, and for that I offer thanks. Some have chosen not to walk this path or any path; they have yet to develop their giving loving self, and even though they do not know it, that's where their suffering comes.

The path continues. I choose to walk it with you for as long as I am

able. I can promise you this. It will become steeper, rockier, more costly, less clearly defined. More will join those who sit by its side. But I ask of you one thing. Do not cheer those who walk this path unless you walk it, too. Do not cheer those who walk this path unless others are learning through your walk sacrificial stewardship and servant ministries, and unless they are seeing through your walk the face of God.

I close with some words of Dag Hammerskold which echo the theme of this convention, and which I choose as my own.

"For all that has been--Thanks!
For all that will be--Yes!"

Thanks be to God!

DIOCESE OF EAST CAROLINA

KINSTON, NORTH CAROLINA

FINANCIAL STATEMENTS

For the years ended
December 31, 1990 and 1989

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WILLIAM S. PAGE, JR. CURTIS S. SMITH

April 29, 1991

Independent Auditor's Report

To the Annual Convention
Diocese of East Carolina
Kinston, North Carolina

We have audited the accompanying balance sheets of the Diocese of East Carolina, as of December 31, 1990 and 1989, and the related statements of changes in fund balance, income and expenditures and cash flows for the years then ended. These financial statements are the responsibility of the officers. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements relating to the Appropriation and General Fund and the Restricted Fund present fairly, in all material respects, the financial position of Diocese of East Carolina, as of December 31, 1990 and 1989, and the results of its operations and its cash flows for the years then ended in conformity with generally accepted accounting principles.

As discussed in Note 1, real estate is recorded at appraised value as determined by Diocesan officials. It was not practical to satisfy ourselves as to the real estate cost or acquisition values. In our opinion, because of the effect of this matter, the financial statements relating to the Real Estate Fund do not present fairly, in accordance with generally accepted accounting principles, the financial position of the Real Estate Fund of the Diocese of East Carolina as of December 31, 1990 and 1989. However, in our opinion, the financial statements relating to the Real Estate Fund do present fairly the financial position of the Real Estate Fund and the results of its operation for the years ended December 31, 1990 and 1989, in accordance with the generally accepted accounting principles of the Episcopal Church, which do permit the use of appraised market value in the absence of historical cost records.

Page & Smith, P.A.
Page & Smith, P.A.
Certified Public Accountants

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
COMPARATIVE BALANCE SHEET
December 31, 1990 and 1989

	December 31	
	1990	1989
Assets		
Appropriation and General Fund and Restricted Fund:		
Petty Cash	$ 37.35	$ 0.00
Checking account - Wachovia Bank	3,577.57	2,731.58
Checking account - Real Estate Fund	21,040.92	20,290.25
Money Market Account and CD-Restricted Fund	30,523.07	44,732.45
Money Market Fund investments	158.45	8,730.21
Accounts Receivable	691.04	3,568.11
Cash surrender value of life insurance policies - Restricted Fund	2,555.00	2,460.00
Total Appropriation and General Fund	$ 58,583.40	$ 82,512.60
Real Estate Fund, at appraised value:		
Diocesan House, Kinston, N.C.	$ 536,644.80	$ 536,644.80
Camp Oceanside, Topsail	30,000.00	30,000.00
Alice Hoffman Center, Bogue Banks	250,000.00	250,000.00
Total Real Estate Fund	$ 816,644.80	$ 816,644.80
Total Assets	$ 875,228.20	$ 899,157.40
Liabilities and Fund Balance		
Current Liabilities		
Accounts payable	$ 1,727.12	$ 26.84
Payroll taxes	5.08	8,236.87
Notes payable-current Real Estate Fund(note 3)	131,164.91	132,080.04
Total Current Liabilities	$ 132,897.11	$ 140,343.75
Long-Term Liabilities:		
Note payable- noncurrent Real Estate Fund	$ 0.00	$ 0.00
Fund Balance:		
Appropriation and General Fund		
- Unrestricted	$ 2,732.21	$ 6,766.19
- Restricted	33,078.07	47,192.45
Real Estate Fund	706,520.81	704,855.01
Total Fund Balance	$ 742,331.09	$ 758,813.65
Total Liabilities and Fund Balance	$ 875,228.20	$ 899,157.40

See accompanying notes to financial statements.

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
COMPARATIVE STATEMENT OF CHANGES IN FUND BALANCE
For the years ended December 31, 1990 and 1989

	December 31	
	1990	1989
Appropriation and General Fund - Unrestricted:		
Fund Balance - beginning of year	$ 6,766.19	$ 33,214.52
Real estate loan principal payments	(915.13)	(828.39)
Excess income (expenditures)	(3,118.85)	(25,619.94)
Fund Balance - end of year	$ 2,732.21	$ 6,766.19
Appropriation and General Fund - Restricted:		
Fund Balance - beginning of year	$ 47,192.45	$ 65,360.00
Less disbursement from Restricted Fund	(15,962.19)	(20,395.95)
Additions to Restricted Fund (Note 4)	0.00	2,128.40
Interest earned on Fund	1,752.81	0.00
Increase in CSV life insurance	95.00	100.00
Fund Balance - end of year	$ 33,078.07	$ 47,192.45
Real Estate Fund:		
Fund Balance - beginning of year	$ 704,855.01	$ 683,747.90
Interest income of fund investment	750.67	753.62
Principal payments on loan from general fund	915.13	828.39
Receipts	0.00	19,525.10
Fund Balance - end of year	$ 706,520.81	$ 704,855.01

See accompanying notes to financial statements.

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
COMPARATIVE STATEMENT OF INCOME AND EXPENDITURES
APPROPRIATION AND GENERAL FUND
For the years ended December 31, 1990 and 1989

	Budget	December 31	
	1990	1990	1989
Support and Revenue:			
Pledges	$ 903,986.00	$ 905,896.97	$ 819,785.31
Episcopal Foundation	65,000.00	65,000.00	85,000.00
Miscellaneous	1,000.00	0.00	7,697.55
Sarah Graham Kenan (Flagler interest)	27,920.00	27,920.00	12,320.00
Cross Current Income	6,000.00	405.00	5,030.50
Price-Noe Fund	5,000.00	5,000.00	5,000.00
Investment income-interest	9,000.00	3,841.64	8,590.18
Investment income-Trustees	8,000.00	8,000.00	8,000.00
Pledges prior years	15,000.00	19,303.41	0.00
Creative Christian Stewardship	100,000.00	55,535.06	62,479.66
Nat'l Church Funding for Stewardship Development	30,000.00	30,000.00	30,000.00
Foundation for Stewardship Development	30,000.00	30,000.00	30,000.00
Total Support and Revenue	$ 1,200,906.00	$ 1,150,902.08	$ 1,073,903.20
Expenditures:			
Grants outside the Diocese (Schedule 1)	$ 169,573.98	$ 132,896.83	$ 104,343.16
General Convention budget	12,990.00	12,990.00	12,604.00
General Convention delegates	5,000.00	5,000.00	5,000.00
Lambeth Travel	500.00	500.00	500.00
General Church program	211,000.00	211,000.00	205,000.00
Land Stewardship Council	2,000.00	2,000.00	2,000.00
Synod quota	2,000.00	955.00	1,749.00
	$ 403,063.98	$ 365,341.83	$ 331,196.16
Diocesan programs (Schedule 2)	176,311.02	169,496.61	172,959.46
Administrative costs (Schedule 3)	632,031.00	619,182.49	595,367.52
Total Expenditures	$ 1,211,406.00	$ 1,154,020.93	$ 1,099,523.14
Excess Income (Expenditures)	$ (10,500.00)	$ (3,118.85)	$ (25,619.94)

See accompanying notes to financial statements.

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
COMPARATIVE STATEMENT OF CASH FLOWS
For the years ended December 31, 1990 and 1989

	December 31	
	1990	1989
INCREASE (DECREASE) IN CASH AND CASH EQUIVALENTS		
Cash Flows from Operating Activities:		
Excess income (expenditures)-Real Estate Fund	$ 750.67	$ 20,278.72
Excess income (expenditures)-General Fund	(3,118.85)	(25,619.94)
Excess income (expenditures)-Restricted Fund	(14,114.38)	(18,167.55)
Adjustments to reconcile excess income (expenditures) to net cash provided by operations:		
Accounts receivable	2,877.07	722.25
Accounts payable	(8,231.79)	(3,876.18)
Payroll taxes payable	1,700.28	6,900.74
Net cash provided (used) by operating activities	$ (20,137.00)	$ (19,761.96)
Investing Activities:		
Increase in cash surrender value of life insurance	$ (95.00)	$ (100.00)
Net cash provided (used) by investing activities	$ (95.00)	$ (100.00)
Financing Activities:		
Principal payments on debt obligations	$ (915.13)	$ (828.39)
Net cash provided (used) for financing activities	$ (915.13)	$ (828.39)
Increase (decrease) in cash and cash equivalents	$ (21,147.13)	$ (20,690.35)
Cash and cash equivalents - beginning of year	76,484.49	97,174.84
Cash and cash equivalents - end of year	$ 55,337.36	$ 76,484.49
Supplemental disclosures of cash flow information:		
Cash paid during the year for:		
Interest	$ 13,166.87	$ 13,253.61
Income taxes	0.00	0.00

Disclosure of accounting policy:

For the purpose of the statment of cash flows, the Diocese considers all highly liquid debt instruments purchased with maturity of three months or less to be cash equivalents.

See accompanying notes to financial statements.

See accountants' report.

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
NOTES TO FINANCIAL STATEMENTS
For the years ended December 31, 1990 and 1989

(1) SIGNIFICANT ACCOUNTING POLICIES

Accounting Basis for Reporting Income

The financial statements for the years ended December 31, 1990 and 1989, have been prepared using the accrual method of accounting, whereby income is recorded when earned or pledged, and expenses are recorded when incurred rather than when paid.

Real Estate

Real estate is recorded at appraised values as determined by Diocesan officials rather than at cost or acquisition appraisal value except for the Kinston Diocesan House which is recorded at cost. Real estate at Trinity Center, Atlantic Beach, N. C., is not reflected in the Diocese Real Estate Fund since it is recorded on the books of Trinity Center.

Furniture, Fixtures and Equipment

It is the policy of the Diocese to expense the costs of furniture, fixtures and equipment in the year acquired rather than to capitalize and depreciate them.

(2) CASH SURRENDER VALUE OF LIFE INSURANCE

The Diocese is the owner and beneficiary of certain life insurance policies. The cash surrender value is adjusted annually at December 31 to reflect the increase in value during the year.

(3) NOTE PAYABLE

The terms of the note payable to the Sarah Graham Kenan Fund call for 59 monthly payments of $1,173.50 each and a final payment of $130,410.00 on November 15, 1990. Renewal terms of this note are currently under negotiation.

(4) ADDITION TO RESTRICTED FUND

The Diocese received a bequest of $63,000.00 in 1988 which is being held temporarily in the restricted fund pending final disbursement to either the Trustees of the Diocese of East Carolina or the Episcopal Foundation. Of this, $20,395.95 has been disbursed for capital improvements to Christ Church, Hope Mills, N. C., $6,282.50 to Church of the Servant, and $10,000.00 for beach house improvements at Trinity Center.

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WILLIAM S. PAGE, JR. CURTIS S. SMITH

April 29, 1991

INDEPENDENT AUDITOR'S REPORT ON ADDITIONAL INFORMATION

Episcopal Fondation of the
Diocese of East Carolina
Kinston, North Carolina

Our report on our audit of the basic financial statements of the Diocese of East Carolina, appears on page 1. The audit was made for the purpose of forming an opinion on the basic financial statements taken as a whole. The following schedules are presented for purposes of additional analysis and is not a required part of the basic financial statements. Such information has been subjected to the auditing procedures applied in the audit of the basic financial statements and, in our opinion, is fairly stated in all material respects in relation to the basic financial statements taken as a whole.

Page & Smith, P.A.

Page & Smith, P.A.
Certified Public Accountants

Schedule 1

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
COMPARATIVE SCHEDULE OF GRANTS OUTSIDE THE DIOCESE
For the years ended December 31, 1990 and 1989

	Budget	December 31	
	1990	1990	1989
Grants:			
Kanuga	$ 1,000.00	$ 1,000.00	$ 1,000.00
Thompson Children's Orphanage	7,500.00	7,500.00	7,500.00
St. Mary's College	1,000.00	1,000.00	1,000.00
St. Mary's Building Fund	1,000.00	1,000.00	1,000.00
St. Augustine's College	6,500.00	6,500.00	6,500.00
University of the South -Sewanee	1,000.00	1,000.00	1,000.00
North Carolina Council of Churches	3,000.00	3,000.00	3,000.00
Creative Stewardship	79,888.98	45,435.16	43,735.76
Prison ministries	4,500.00	4,500.00	5,286.32
Ecumenical relations	2,650.00	2,031.17	2,360.86
Episcopal Radio/TV Foundation	1,200.00	1,200.00	1,200.00
Shepherd's Staff	9,000.00	9,000.00	1,000.00
Good Shepherd's House	9,000.00	9,000.00	2,000.00
Crossroads	4,500.00	4,500.00	0.00
Hunger commission	1,350.00	1,350.00	1,500.22
Peace with Justice commission	1,265.00	479.79	58.25
Migrant Ministries	35,220.00	34,400.71	26,201.75
Total Grants Outside Diocese	$ 169,573.98	$ 132,896.83	$ 104,343.16

See accountants' report on supplementary information.

Schedule 2

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
COMPARATIVE SCHEDULE OF DIOCESAN PROGRAMS
For the years ended December 31, 1990 and 1989

	Budget	December 31	
	1990	1990	1989
Diocesan Programs:			
Camps and conferences	$ 25,000.00	$ 25,000.00	$ 25,000.00
Department of Christian Ministries	1,575.00	1,674.18	1,421.17
Department of Evangelism	3,000.00	1,357.25	2,048.05
Department of Mission:			
Grants to churches	74,000.00	75,586.00	68,589.32
Mission to Black congregations	10,000.00	10,000.00	15,000.00
Moving	4,000.00	8,677.57	2,593.82
Departmental expense	1,000.00	1,079.56	1,245.66
Area Studies	10,000.00	12,968.47	10,347.51
Conference for small parishes	1,500.00	1,553.02	916.00
Consultant's fund for small parishes	1,000.00	1,000.00	820.41
Consultant's network	1,000.00	813.88	226.68
Department of Stewardship	3,600.00	2,771.93	4,883.06
Video presentation	0.00	0.00	500.00
Liturgical Commission	3,500.00	3,513.21	4,006.62
Commission on Aging	2,000.00	1,935.30	2,293.76
Arts committee	1,000.00	381.72	378.71
Family ministries	750.00	665.12	405.83
Diocesan Resource Center	5,000.00	4,958.24	5,440.43
Creative Christian Stewardship	20,111.02	10,100.00	19,841.90
Program Committee	1,000.00	1,020.53	967.26
Commission on Healing	950.00	398.29	500.01
Planning, Design, and Const.	500.00	0.00	553.07
Alcohol Commission	900.00	990.72	293.21
Committee on the Diaconate	3,000.00	1,375.31	3,056.10
Commission on Ministry	1,925.00	1,676.31	1,630.88
Total Diocesan Programs	$ 176,311.02	$ 169,496.61	$ 172,959.46

See accountants' report on supplementary information.

Schedule 3

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
COMPARATIVE SCHEDULE OF ADMINISTRATIVE COSTS
For the years ended December 31, 1990 and 1989

	Budget	December 31	
	1990	1990	1989
Bishop:			
Salary	$ 45,065.63	$ 45,065.63	$ 45,065.63
Pension premium	11,335.32	11,335.48	11,196.65
Utilities	2,620.86	2,620.86	2,508.00
Travel	13,652.38	13,652.38	10,345.00
Housing	15,288.35	15,288.35	14,630.00
Assistant for Program and Ministry:			
Salary	34,456.12	34,456.12	32,972.36
Pension premium	8,671.00	8,757.79	8,297.56
Utilities	2,970.31	2,970.31	2,842.40
Travel	8,954.61	8,954.61	8,569.00
Housing	10,745.53	10,745.53	10,282.80
Assistant for Finance and Admin.	31,000.00	31,000.00	28,802.81
Stewardship Development Office:			
Salary	29,000.00	26,625.03	27,500.00
Benefits	7,045.00	6,847.52	6,799.70
Contingency	3,055.00	1,832.74	0.00
Equipment maintenance	750.00	473.90	0.00
Membership/publications	450.00	125.00	471.10
Travel	5,000.00	3,188.10	4,671.63
Secretary	0.00	0.00	0.00
Office rent	5,200.00	3,852.62	3,480.00
Office supplies	1,000.00	333.47	3,404.32
Printing	5,000.00	1,699.01	7,316.49
Postage	3,500.00	1,648.85	2,953.29
Provincial and National Meetings	3,058.00	2,019.66	3,056.20
Youth Coordinator:			
Salary	26,000.00	26,000.00	24,000.00
Travel	3,500.00	3,500.00	3,500.00
Payment for IRA	2,860.00	2,860.00	2,640.00
Subtotal	$ 280,178.11	$ 265,852.96	$ 265,304.94

See accountants' report on supplementary information.

Schedule 3

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
COMPARATIVE SCHEDULE OF ADMINISTRATIVE COSTS (CONT'D)
For the years ended December 31, 1990 and 1989

	Budget	December 31	
	1990	1990	1989
Diocesan Offices:			
Secretaries	$ 46,000.00	$ 46,000.00	$ 43,925.08
Payments for IRA	8,500.00	8,415.00	7,923.06
Pension supplement	0.00	0.00	160.00
Diocesan house interest	0.00	13,166.87	13,253.61
Diocesan loan payment	14,082.00	0.00	0.00
Maintenance	9,000.00	9,000.00	9,000.00
Postage & printing	13,500.00	14,414.70	12,577.36
Telephone	11,500.00	9,821.72	11,236.45
General office expense	18,474.89	17,337.75	19,548.90
Payroll taxes	16,500.00	12,587.45	16,432.49
Audit expense	1,400.00	1,831.15	1,174.98
Yard Service	2,000.00	1,172.25	1,246.96
Utilities	6,500.00	6,505.34	6,100.28
Janitoral	3,600.00	3,315.00	3,180.00
Health and life insurance	46,000.00	52,123.09	38,392.33
Retired clergy supplement	15,000.00	14,650.00	11,360.00
Diocesan insurance	6,500.00	6,868.00	6,504.00
Graham capital improvement	8,500.00	2,474.40	5,665.00
Diocesan convention	15,500.00	16,931.80	15,019.98
Theological Education:			
Grants to seminarians	9,000.00	16,127.31	11,674.77
Continuing education - Clergy	5,000.00	5,243.59	5,406.12
Clergy conference	2,000.00	2,000.00	1,863.00
Subtotal	$ 258,556.89	$ 259,985.42	$ 241,644.37

See accountants' report on supplementary information.

Schedule 3

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
COMPARATIVE SCHEDULE OF ADMINISTRATIVE COSTS (CONT'D)
For the years ended December 31, 1990 and 1989

	Budget	December 31	
	1990	1990	1989
Department of Communications:			
Editor's salary	$ 13,200.00	$ 13,200.00	$ 12,540.00
Contributing editors	2,400.00	1,697.22	1,530.30
Expenses and photos	5,500.00	4,564.16	4,926.16
Publication	28,000.00	30,825.60	27,926.57
Department of College Work	27,446.00	27,446.00	25,500.00
Department of Christian Education:			
Department work	5,750.00	4,010.96	4,514.63
Youth	8,500.00	9,287.29	8,481.25
Education for ministry	2,500.00	2,312.88	2,999.30
Subtotal	$ 93,296.00	$ 93,344.11	$ 88,418.21
Subtotal of page #10	280,178.11	265,852.96	265,304.94
Subtotal of page #11	258,556.89	259,985.42	241,644.37
Total Administrative Costs	$ 632,031.00	$ 619,182.49	$ 595,367.52

See accountants' report on supplementary information.

Schedule 4

DIOCESE OF EAST CAROLINA
Kinston, North Carolina
SCHEDULE OF CLEARING ITEMS RECEIVED AND DISBURSED
For the years ended December 31, 1990 and 1989

	December 31	
	1990	1989
CCS Grant	$ 1,250.00	$ 0.00
Various individuals - life insurance	2,000.00	6,864.93
Various - United Thank Offering	771.60	1,148.09
Various - Bishop's Discretionery Fund	0.00	228.00
Loan - Trustees, Diocese of East Carolina	20,000.00	0.00
Various - Trinity Center scholarships	575.00	350.00
Various - Small Church conference	0.00	175.00
Various - Jerusalem Fund	1,165.00	0.00
Organ clearinghouse	0.00	3,000.00
Various - "Our Shared Vision"	0.00	7,050.00
Various - Hookway	3,425.00	0.00
Trinity Center - King Memorial	0.00	125.00
Various - BP Kauma's car	1,415.00	0.00
Various - Presiding Bishop's Fund	0.00	23,774.13
Various - Trinity Center Outdoor Chapel	0.00	5,943.17
Various - Diocese of Jerusalem	0.00	297.50
Trustee - Trinity Center	0.00	150.00
Various - Episcopal Foundation	11,913.00	455.00
Good Shephard - Loan repayment	0.00	2,500.00
Glenn Richards - Travel	0.00	266.31
Episcopal Building Fund - St. Annes, Jacksonville	0.00	23,500.00
Christ Church, New Bern - Diocese of Northern Territory	0.00	943.40
Christ Church, Hope Mills - Parking lot	0.00	20,395.95
National Church - Various programs	75,000.00	0.00
Robinson Fund	2,086.60	0.00
Bishop Darst Fund Transfer	16,282.50	0.00
Kyle Fund	2,500.00	0.00
D. & F. Missionary Society - Urban Ministry	8,000.00	0.00
Various - Good Shepherd House	0.00	10,100.00
D. & F. Missionary Society - Camp Crossroads	20,000.00	0.00
D. & F. Missionary Society - Shepherd's Staff	13,600.00	0.00
Smithson Estate Transfer	46,800.00	47,000.00
Various - Presiding Bishop's Fund for World Relief	882.05	376.14
Various miscellaneous transfers	5,347.08	0.00
Total	$ 233,012.83	$ 154,642.62

See accountants' report on supplementary information.

COMPARISON OF PLEDGES

	CONGREGATIONS	PLEDGED '90	PLEDGED '91	INC/(DEC) DOLLAR	NDBI PERCENT
1.	AHOSKIE, ST. THOMAS/MURFREES	$15,000	$16,000	$1,000	
2.	AURORA, HOLY CROSS	$700	$500	($200)	
3.	BATH, ST. THOMAS	$8,586	$10,500	$1,914	14.9%
4.	BEAUFORT, ST. PAULS	$24,516	$27,121	$2,605	
5.	BELHAVEN, ST. JAMES	$4,050	$4,664	$614	
6.	BELHAVEN, ST. MARYS	$700	$800	$100	
7.	BURGAW, ST. MARYS	$2,200	$2,300	$100	
8.	CHOCOWINITY, TRINITY	$2,640	$2,904	$264	
9.	CLINTON, ST. PAULS	$2,600	$3,750	$1,150	
10.	COLUMBIA, ST. ANDREWS	$1,416	$1,590	$174	19.0%
11.	CRESWELL, CHRIST	$845	$1,000	$155	
12.	CRESWELL, GALILEE MISSION	$250	$250	$0	
13.	EDENTON, ST. JOHNS	$1,700	$1,700	$0	10.0%
14.	EDENTON, ST. PAULS	$29,000	$29,150	$150	
15.	ELIZABETH CITY, CHRIST	$26,120	$26,600	$480	15.7%
16.	E.TOWN, ST. CHRISTOPHERS	$3,000	$3,600	$600	
17.	*FAIRFIELD, ALL SAINTS	$200	$200	$0	
18.	FARMVILLE, EMMANUEL	$1,200	$3,500	$2,300	10.0%
19.	FAYETTEVILLE, GOOD SHEPHERD	$1,000	$1,200	$200	11.4%
20.	FAYETTEVILLE, HOLY TRINITY	$40,000	$37,488	($2,512)	19.1%
21.	FAYETTEVILLE, ST. JOHNS	$51,000	$54,000	$3,000	17.0%

1991 pledges are as of 1/29/91

COMPARISON OF PLEDGES

	CONGREGATIONS	PLEDGED '90	PLEDGED '91	INC/(DEC) DOLLAR	NDBI PERCENT
22.	FAYETTEVILLE, ST. JOSEPHS	$3,000	$4,303	$1,303	
23.	FAYETTEVILLE, ST. PAULS	$3,700	$4,970	$1,270	8.0%
24.	GATESVILLE, ST. MARYS	$1,500	$2,000	$500	13.0%
25.	GOLDSBORO, ST. ANDREWS	$1,320	$1,420	$100	
26.	GOLDSBORO, ST. FRANCIS	$15,400	$16,600	$1,200	16.0%
27.	GOLDSBORO, ST. STEPHENS	$34,000	$34,000	$0	16.8%
28.	GREENVILLE, ST. PAULS	$43,700	$60,100	$16,400	
29.	GREENVILLE, ST. TIMOTHYS	$13,500	$20,521	$7,021	11.4%
30.	GRIFTON, ST. JOHNS-MARKS	$1,900	$2,915	$1,015	
31.	HAMPSTEAD, HOLY TRINITY	$5,000	$4,763	($237)	11.0%
32.	HAVELOCK, ST. CHRISTOPHERS	$500	$850	$350	
33.	HERTFORD, HOLY TRINITY	$3,100	$4,250	$1,150	8.5%
34.	HOPE MILLS, CHRIST	$5,640	$6,250	$610	10.0%
35.	JACKSONVILLE, ST. ANNES	$23,500	$24,500	$1,000	14.0%
36.	KINSTON, HOLY INNOCENTS	$4,000	$4,000	$0	10.5%
37.	*KINSTON, ST. AUGUSTINES	$1,700	$1,700	$0	
38.	KINSTON, ST. MARYS	$49,167	$53,466	$4,299	17.0%
39.	LAKE LANDING, ST. GEORGES	$2,170	$2,907	$737	15.0%
40.	LUMBERTON, TRINITY	$14,200	$18,285	$4,085	15.0%
41.	MOREHEAD CITY, ST. ANDREWS	$53,779	$57,006	$3,227	20.0%
42.	NAGS HEAD, ST. ANDREWS	$24,000	$32,000	$8,000	16.0%

1991 pledges are as of 1/29/91

COMPARISON OF PLEDGES

	CONGREGATIONS	PLEDGED '90	PLEDGED '91	INC/(DEC) DOLLAR	NDBI PERCENT
43.	NEW BERN, CHRIST	$93,030	$96,000	$2,970	21.2%
44.	NEW BERN, ST. CYPRIANS	$4,000	$4,600	$600	2.0%
45.	NORTHWEST, ALL SOULS	$1,650	$1,400	($250)	10.0%
46.	ORIENTAL, ST. THOMAS	$5,600	$5,100	($500)	8.3%
47.	PLYMOUTH, GRACE	$2,140	$2,500	$360	7.1%
48.	ROPER, ST. ANNES-ST. LUKES	$1,200	$1,200	$0	
49.	ROXOBEL, ST. MARKS	$400	$400	$0	
50.	SHALLOTTE, ST. JAMES	$3,000	$3,500	$500	6.4%
51.	*SLADESVILLE, ST. JOHNS	$200	$200	$0	
52.	SOUTHPORT, ST. PHILIPS	$5,300	$6,000	$700	
53.	SUNBURY, ST. PETERS	$1,000	$1,300	$300	
54.	SWANQUARTER, CALVARY	$250	$0	($250)	
55.	SWANSBORO, ST. PETERS	$3,000	$4,000	$1,000	6.6%
56.	THOMAS LANDING, ST. PHILIPS	$750	$825	$75	10.5%
57.	TRENTON, GRACE	$500	$530	$30	10.0%
58.	VANCEBORO, ST. PAULS	$900	$1,300	$400	
59.	WASHINGTON, ST. PAULS	$900	$800	($100)	10.0%
60.	WASHINGTON, ST. PETERS	$59,430	$61,180	$1,750	23.0%
61.	WASHINGTON, ZION	$1,200	$1,800	$600	
62.	WHITEVILLE, GRACE	$5,200	$5,512	$312	
63.	WILLIAMSTON, ADVENT	$17,000	$17,500	$500	17.6%

1991 pledges are as of 1/29/91

COMPARISON OF PLEDGES

	CONGREGATIONS	PLEDGED '90	PLEDGED '91	INC/(DEC) DOLLAR	NDBI PERCENT
64.	WILMINGTON, SERVANT	$3,000	$1,500	($1,500)	
65.	WILMINGTON, GOOD SHEPHERD	$3,300	$3,710	$410	7.0%
66.	WILMINGTON, ST. ANDREWS	$18,000	$18,000	$0	8.1%
67.	WILMINGTON, ST. JAMES	$63,000	$67,000	$4,000	17.0%
68.	WILMINGTON, ST. JOHNS	$66,000	$69,000	$3,000	22.0%
69.	WILMINGTON, ST. MARKS	$2,400	$2,400	$0	
70.	WILMINGTON, ST. PAULS	$9,220	$10,485	$1,265	10.0%
71.	WINDSOR, ST. THOMAS	$8,517	$9,211	$694	
72.	WOODVILLE, GRACE	$2,700	$2,968	$268	
	TOTAL PLEDGES AND INCREASES	$904,286	$985,544	$81,258	
	Special Gifts donated by				
	Christ Church, New Bern		$6,000	$6,000	
	Advent, Williamston		$1,080	$1,080	
	TOTAL PLEDGES/GIFTS/CHANGES	$904,286	$991,544	$87,258	

1991 pledges are as of 1/29/91

PROPOSED
1991 BUDGET

INCOME	1990 BUDGET	1990 ACTUAL	1991 PROPOSED	1991 PROPOSED BUDGET
BAL. BROUGHT FORWARD	10,500.00	10,500.00	3,610.86	3,610.86
PLEDGES	903,986.00	905,896.97	954,000.00	1,000,734.00
EPISCOPAL FOUNDATION	65,000.00	65,000.00	45,000.00	65,000.00
FOUND. FUND FOR STEWARDSHIP DEVELOPMENT OFFICE	30,000.00	30,000.00	30,000.00	30,000.00
NATIONAL CHURCH FUNDING FOR STEWARD. DEV. OFFICE	30,000.00	30,000.00	30,000.00	30,000.00
PLEDGES PRIOR YEARS	15,000.00	19,303.41	8,600.00	10,000.00
MISCELLANEOUS	1,000.00	0.00	0.00	0.00
SARAH GRAHAM KENAN	27,920.00	27,920.00	0.00	0.00
INTEREST	9,000.00	3,841.64	3,500.00	3,500.00
TRUSTEES	8,000.00	8,000.00	8,000.00	8,000.00
CREATIVE CHRISTIAN STEWARD	100,000.00	55,535.06	125,000.00	50,000.00
PRICE-NOE FOR THEO. ED.	5,000.00	5,000.00	5,000.00	5,000.00
CROSS CURRENT INCOME	6,000.00	405.00	400.00	5,000.00
CAMP BUDGET-REGISTRAR	0.00	0.00	4,000.00	4,000.00
TOTAL	1,211,406.00	1,161,402.08	1,217,110.86	1,214,844.86

EXPENDITURES OUTSIDE GIVING	1990 BUDGET	1990 ACTUAL	1991 ASKING	1991 PROPOSED BUDGET
GENERAL CHURCH PROGRAM	211,000.00	211,000.00	224,000.00	224,000.00
GENERAL CONVENTION BUDGET	12,990.00	12,990.00	13,826.00	13,826.00
GENERAL CONVENTION DELEGATE	5,000.00	5,000.00	5,000.00	5,000.00
LAMBETH TRAVEL	500.00	500.00	500.00	500.00
SYNOD QUOTA	2,000.00	955.00	955.00	955.00
LAND STEWARDSHIP COUNCIL	2,000.00	2,000.00	2,000.00	2,000.00
GRANTS:				
KANUGA	1,000.00	1,000.00	1,000.00	1,000.00
THOMPSON CHILDREN'S HOME	7,500.00	7,500.00	7,500.00	7,500.00
ST. MARY'S COLLEGE	1,000.00	1,000.00	1,000.00	1,000.00
BUILDING FUND	1,000.00	1,000.00	1,000.00	1,000.00
ST. AUGUSTINE'S COLLEGE	6,500.00	6,500.00	6,500.00	6,500.00
UNIV. OF SOUTH-SEWANEE	1,000.00	1,000.00	1,000.00	1,000.00
N.C. COUNCIL OF CHUR. DUES	3,000.00	3,000.00	3,000.00	3,000.00
EPISCOPAL RADIO/TV FOUND.	1,200.00	1,200.00	1,200.00	1,200.00
ECUMENICAL RELATIONS	2,650.00	2,031.17	2,550.00	2,550.00
HUNGER COMMITTEE	1,350.00	1,350.00	1,750.00	1,750.00

	1990 BUDGET	1990 ACTUAL	1991 ASKING	1991 PROPOSED BUDGET
EPISCOPAL FMWRKRS MINISTRY	35,220.00	34,400.71	38,375.00	38,375.00
PRISON COMMISSION	4,500.00	4,500.00	5,500.00	4,500.00
PEACE WITH JUSTICE COMMITTEE	1,265.00	479.79	1,000.00	500.00
CREATIVE STEWARDSHIP (80%)	79,888.98	44,400.00	100,000.00	40,000.00
SHEPHERD'S STAFF	9,000.00	9,000.00	9,000.00	9,000.00
GOOD SHEPHERD HOUSE	9,000.00	9,000.00	10,000.00	10,000.00
CROSSROADS	4,500.00	4,500.00	4,500.00	4,500.00
COMMUNITY DEVELOPERS OF BEAUFORT/HYDE	0.00	0.00	10,000.00	10,000.00
TOTAL OUTSIDE DIOCESE	403,063.98	364,306.67	451,156.00	389,656.00
INSIDE GIVING				
BISHOP				
SALARY	45,065.63	45,065.63	47,499.17	45,065.63
UTILITIES	2,620.86	2,620.86	2,762.39	2,620.86
TRAVEL	13,652.38	13,652.38	14,389.61	13,652.38
HOUSING	15,288.35	15,288.35	16,113.92	15,288.35
PENSION PREMIUM	11,335.32	11,335.48	12,861.58	12,202.63
SOCIAL SECURITY	0.00	0.00	5,077.72	4,817.57
ASSISTANT TO BISHOP FOR PROGRAM & MINSTRY				
SALARY	34,456.12	34,456.12	36,316.75	34,456.12
UTILITIES	2,970.31	2,970.31	3,130.71	2,970.31
TRAVEL	8,954.61	8,954.61	9,438.16	8,954.61
HOUSING	10,745.53	10,745.53	11,325.79	10,745.53
PENSION PREMIUM	8,671.00	8,757.79	9,838.33	9,334.28
SOCIAL SECURITY	0.00	0.00	3,884.15	3,685.15
ASSISTANT TO BISHOP FOR FINANCE & ADMINISTRA.				
SALARY	31,000.00	31,000.00	33,000.00	33,000.00
YOUTH COORDINATOR				
SALARY	26,000.00	26,000.00	27,404.00	27,404.00
TRAVEL	3,500.00	3,500.00	3,689.00	3,689.00
CASH CONTRIBUTION (FOR IRA)	2,860.00	2,860.00	3,014.44	3,014.44
STEWARD DEVELOPMENT OFFICE				
SALARY	29,000.00	26,625.03		
BENEFITS	7,045.00	6,847.52		
MEMBERSHIPS; PUBLICATIONS	450.00	125.00		
TRAVEL	5,000.00	3,188.10		
OFFICE RENTAL & EXPENSES	5,200.00	3,852.62		
OFFICE SUPPLIES	1,000.00	333.47		
EQUIPMENT MAINTANENCE	750.00	473.90		
PRINTING	5,000.00	1,699.01		
POSTAGE	3,500.00	1,648.85		
CONTINGENCY	3,055.00	0.00		
MOVING	0.00	1,832.74		
			60,000.00	60,000.00

	1990 BUDGET	1990 ACTUAL	1991 ASKING	1991 PROPOSED BUDGET
PROVINCIAL & NAT'L MEETINGS	3,058.00	2,019.66	2,500.00	2,000.00
DIOCESAN OFFICE				
SECRETARIES	46,000.00	46,000.00	49,000.00	49,000.00
S.D.O/CAMP REGISTRAR	0.00	0.00	11,000.00	4,000.00
CASH CONTRIBUTIONS FOR IRA	8,500.00	8,415.00	9,000.00	9,000.00
DIOCESAN LOAN PAYMENT	14,082.00	14,082.00	14,082.00	14,082.00
GENERAL OFFICE EXPENSE	18,474.89	17,337.78	20,000.00	18,500.00
POSTAGE & PRINTING	13,500.00	14,414.70	17,500.00	17,500.00
TELEPHONE	11,500.00	9,821.72	11,500.00	10,000.00
UTILITIES	6,500.00	6,505.34	7,500.00	7,000.00
JANITORIAL SERVICE	3,600.00	3,315.00	4,000.00	3,600.00
YARD SERVICE	2,000.00	1,172.25	2,000.00	1,500.00
PAYROLL TAXES	16,500.00	12,573.49	16,500.00	13,000.00
AUDIT EXPENSE	1,400.00	1,831.15	2,000.00	2,000.00
MAINTENANCE	9,000.00	9,000.00	9,000.00	0.00
HEALTH & LIFE INSURANCE	46,000.00	52,123.06	67,000.00	65,000.00
MEDICARE SUPPLEMENT	15,000.00	14,650.00	18,500.00	18,500.00
DIOCESAN INSURANCE	6,500.00	6,868.00	7,200.00	7,000.00
GRAHAM CAPITAL IMPROVEMENTS	8,500.00	2,474.40	8,500.00	8,500.00
DIOCESAN CONVENTION	15,500.00	16,931.80	19,000.00	17,000.00
THEOLOGICAL EDUCATION				
GRANTS TO SEMINARIANS	9,000.00	16,127.31	15,000.00	15,000.00
CONTINUING EDUCATION-CLERGY	5,000.00	5,243.59	5,000.00	5,000.00
CLERGY CONFERENCES	2,000.00	2,000.00	2,000.00	2,000.00
DEPARTMENT OF COMMUNICATIONS				
EDITOR'S SALARY	13,200.00	13,200.00	14,000.00	14,000.00
CONTRIBUTING EDITOR	2,400.00	1,697.22	1,800.00	1,800.00
EXPENSES AND PHOTOS	5,500.00	4,564.16	4,810.00	4,810.00
PUBLICATION	28,000.00	30,825.60	32,500.00	32,500.00
DEPARTMENT OF COLLEGE WORK	27,446.00	27,446.00	29,446.00	27,446.00
DEPT. OF CHRISTIAN EDUCATION				
DEPARTMENT WORK	5,750.00	4,010.96	5,750.00	3,500.00
YOUTH	8,500.00	9,287.29	10,750.00	9,500.00
EDUCATION FOR MINSTRY	2,500.00	2,312.88	3,000.00	2,500.00
CAMPS AND CONFERENCES	25,000.00	25,000.00	25,000.00	25,000.00
DEPT. OF CHRISTIAN MINISTRIES	1,575.00	1,674.18	1,700.00	1,575.00
DEPT. OF EVANGELISM	3,000.00	1,357.25	5,000.00	3,000.00

	1990 BUDGET	1990 ACTUAL	1991 ASKING	1991 PROPOSED BUDGET
DEPT. OF MISSION				
GRANTS TO CHURCHES	74,000.00	75,586.00	63,500.00	63,500.00
MISSION TO BLACK CONGRE.	10,000.00	10,000.00	10,000.00	3,700.00
MOVING	4,000.00	8,677.57	8,000.00	8,000.00
DEPARTMENT EXPENSES	1,000.00	1,079.56	1,200.00	1,200.00
AREA STUDIES	10,000.00	12,968.47	5,000.00	4,000.00
CONFERENCE SM. PARISHES	1,500.00	1,553.02	2,000.00	2,000.00
CONSULTANTS FD. SM. PARISHES	1,000.00	1,000.00	0.00	0.00
CONSULTANT'S NETWORK	1,000.00	813.88	0.00	0.00
CARO./VA. SMALL CHURCH CONF	0.00	0.00	1,800.00	1,300.00
DEPARTMENT OF STEWARDSHIP	3,600.00	2,771.93	3,700.00	3,600.00
LITURGICAL COMMISSION	3,500.00	3,513.21	5,600.00	3,500.00
COMMISSION ON AGEING	2,000.00	1,935.30	1,550.00	1,500.00
PROGRAM COMMITTEE	1,000.00	1,020.53	1,950.00	1,000.00
ALCOHOL COMMISSION	900.00	990.72	3,500.00	1,500.00
DIOCESAN RESOURCE CENTER	5,000.00	4,958.24	5,385.00	5,000.00
FAMILIES MINISTRIES	750.00	665.12	3,000.00	3,000.00
COMMISSION ON MINISTRY	1,925.00	1,676.31	2,150.00	2,000.00
COMMITTEE ON THE DIACONATE	3,000.00	1,375.31	4,150.00	3,000.00
COMMISSION ON HEALING	950.00	398.29	900.00	500.00
PLAN. DESIGN & CONSTRUCTION	500.00	0.00	0.00	100.00
ARTS COMMITTEE	1,000.00	381.72	1,075.00	1,075.00
CREATIVE STEWARDSHIP (20%)	20,111.02	11,100.00	25,000.00	10,000.00
TOTAL INSIDE DIOCESE	808,342.02	790,580.27	900,743.72	823,188.86
TOTAL OUTSIDE DIOCESE	403,063.98	380,806.57	451,156.00	389,656.00
BUDGET TOTAL	1,211,406.00	1,171,386.84	1,351,899.72	1,214,844.86

CREATIVE CHRISTIAN STEWARDSHIP GRANTS

MAY 1, 1990

Crossroads of Wilmington, Inc.	$ 1,000
Eagles Wings, Inc.	3,500
Creswell Food Pantry	1,000
Plymouth Food Pantry	2,000
Habitat for Humanity of Lenoir County	4,000
Mary's Kitchen	3,000
ALMS House	2,000
The Women's Center of Fayetteville	1,000
Northeastern Education and Development Foundation, Inc.	4,000
Mental Health Department of Pitt County	1,000
Hope Harbour Home, Inc.	2,500
	$25,000

CREATIVE CHRISTIAN STEWARDSHIP GRANTS

OCTOBER 4, 1990

Big Brothers/Big Sisters of	$ 1,000
Albemarle Hopeline	5,000
Springboard	3,000
Albemarle Food Bank	5,000
Hertford County Habitat for Humanity	5,000
N.C. Baptist Hospital Patoral Care Counseling Center	965
Crossroads of Wilmington, Inc.	5,000
Bishop's Discretionary Fund for Persian Gulf Crisis	5,535
	$30,500

THE EPISCOPAL FOUNDATION
OF THE DIOCESE OF EAST CAROLINA, INC.

To the Bishop and the 108th Annual Convention of the Diocese of East Carolina:

This past year, our Episcopal Foundation diligently continued to serve its stated purpose, namely "to hold, to manage, and to invest property of the diocese." Value of the investments in the Foundation's care totaled $3,718,782 as of December 31, 1990. These funds consist of twenty-three bequests. On a dollar basis, 71% are bequests to the Trustees of the Diocese, 10% to the Diocese per se and 19% to the Foundation. In 1990, the fund generated $155,500 in income which was distributed as follows:

Creative Christian Stewardship Grants	$55,500
Theological Education and other purposes	5,000
Operating Budget (Inside and Outside Giving)	65,000
Stewardship Development Office	30,000

In their work in 1990, Foundation members dealt with four areas in detail, as summarized here:

They acted on an opportunity to directly impact the ministry of the church, beyond ordinary diocesan budget needs. As the case in point, $60,000 from fund principal was committed for use as construction loans to the Community Developers of Beaufort-Hyde, Inc. This loan supports an extremely viable and exciting poverty program by enabling lease-to-purchase contracts for low-income, first-time home buyers. It is a sound investment in many ways.

In a second area of interest, Foundation members joined with the Foundation of North Carolina in Raleigh, to review and get guidance from a session with the Director of Planned Giving from the Diocese of Colorado. The Church there benefits from a highly productive program. The processes and approaches used there make sense and will benefit our diocese as we are able to implement them. In this same area, the Foundation vigorously supported continuing the Diocesan staff position for planned giving, and the Bishop has appointed a search committee. The need is great, and the potential is great. It is worth noting that the great bulk of the bequests noted earlier date from the 1960's and the 1970's. There have been less that $2,000 since 1980, i.e. the last 10 years.

With regard to its charge to invest funds, the Foundation is adopting a system that measures the performance of its investment management firm against competing firms, rather than matching performance against the CPI or the Dow-Jones or like, as in the past. This move has particular importance in view of the distressingly low growth and income performance of the past year. Other management firms may need to be considered.

In the last area, the Foundation requested that the chancellor together with the committee on Canons act to adjust Foundation by-laws to clarify the authority of the Executive Council regarding these funds. The strong sense of the Foundation is that authority should rest with the Council --- that it is proper and best serves the ministry of the Church.

In the course of carrying out the work summarized above, the Foundation Board convened on three occasions this past year and the Executive Committee an additional three times. Also, the President of the Foundation joined the Diocesan Executive Council at all of its meetings so as to improve coordination and communication between the two organizations.

It has been a busy year. Much effort has been made to help our Foundation become an even more useful tool for serving our Lord in East Carolina. We welcome your ideas and support.

Respectfully submitted,

Robert Van Veld
President

THE EPISCOPAL FOUNDATION OF THE
DIOCESE OF EAST CAROLINA, INCORPORATED

DESCRIPTION OF FUNDS

1990

GENERAL FUND

Gifts of various donors. Income is unrestricted and principal may be invaded on June 30, 1986 or used. On June 30, 1986, this fund was disbursed in order to help with the costs of the construction of Trinity Camp and Conference Center.

Value 01-01-90	$1,265
Value 12-31-90	$2,500

LOUISE W. ALSTON FUND

Bequest of Dr. Louis W. Alston (1960) to the Trustees of the Diocese. Value when received $793,001.74. Income for theological education, religious work among college students and to supplement salaries of low paid clergy.

Value 01-01-90	$ 2,029,767
Value 12-31-90	1,905,096

CURTIS-MURCHISON FUND

Bequest of Fanny Murchison Curtis (1967) and bequest of Jennie Atkinson Murchison (1973) to the Foundation in loving memory of their sister, Lucy Murchison Mallett. Value when received $49,827.54. Income unrestricted. Principal may be invaded or used.

Value 01-01-90	$ 79,846
Value 12-31-90	74,942

EDWARD M. FORBES FUND

Bequest of the Rev. Edward M. Forbes (1893) to the Trustees of the Diocese. Value when received $54,446.38. Annual income divdided as follows: $250 plus 1/4 of excess over $575 to for Missionaries within Diocese; $150 plus 1/4 excess over $575 to St. Augustine's College for Scholarship Fund (preferring students for Episcopal ministry); $25 plus 1/4 of excess over $575 to Christ Church, New Bern, for poor Episcopalians in New Bern; and $150 plus 1/4 excess over $575 to Bishop for loans (with advice of Standing Committee) to men studying for Episcopal ministry.

Value 01-01-90	$ 100,339
Value 12-31-90	94,176

ANNE SHEPARD GRAHAM BUILDING FUND

Bequest of Mrs. Anne Shepard Graham (1969) to the Foundation. Value when received (including additions) $78,343.69. Income for capital improvement of missions, camps, conference centers, schools and other properties owned and operated by the Diocese. Twenty percent of income to be added to principal through 1980.

Value 01-01-90	$	124,280
Value 12-31-90		116,647

SARAH GRAHAM KENAN FUND

Gifts of the Sarah Graham Kenen Foundation (1976) to the Trustees of the Diocese. Value when received $60,647.25. Income unrestricted. Principal subject to return to Trustees of Diocese on demand. On June 30, 1986, $240,853.95 was disbursed in order to help with the costs of the construction of Trinity Camp and Conference Center.

Value 01-01-90	$	311,713
Addition		55,000
		366,713
Value 12-31-90		292,696

MARVIN-GILES-MURCHISON FUND

Gifts of Mrs. Lucille Murchison Marvin (1965) and bequest of Mrs. Marvin (1968) to the Trustees of the Diocese in memory of her mother, Lucy Wright Giles, and her father, David Reid Murchison. Value when received by Trustees $75,0303.00. Value when transferred to the Foundation $64,391.40. Principal may be invaded or used after December 5, 1983.

Value 01-01-90	$	76,596
Value 12-31-90		71,891

LUCILLE M. MARVIN FUND

Gift of Mrs. Lucille M. Marvin (1962) to the Diocese. Value when received $14,199.50. Two-thirds of income for St. Andrew's, Wrightsville Sound, and one-third for Bishop's Discretionary Fund.

Value 01-01-90	$	12,116
Value 12-31-90		11,372

WALTER R. MARVIN FUND

Bequest of Mrs. Lucille Murchison Marvin (1968) to the Trustees of the Diocese in memory of her husband, Walter R. Marvin. Value when received $25,000.00. Principal may be invaded or used after December 5, 1983.

Value 01-01-90	$	29,738
Value 12-31-90		27,912

PRICE-NOE MEMORIAL FUND

Bequest in the Joint will of Thomas P. Noe (1958) and Susan Ann Price Noe (1958) to the Foundation in memory of the Price-Noe Family and named relatives and friends of the testators. Value when received (including additions) $94,744.55. Income for building and rebuilding church buildings in the Diocese, especially in locations where new church work is being carried on, and for training men and women for Christian work. The testators recommended that 10% of income be added to principal each year.

Value 01-01-90	$	282,704
Additions		1,287
		283,991
Value 12-31-90		266,574

MARY NELSON SMITH FUND

Gift of the family of Mrs. Mary Nelson Smith (1939) in her memory to the Diocese. Value when received (including additions) $10,642.85. Income for theological education.

Value 01-01-90	$	20,269
Additions		100
		20,369
Value 12-31-90		19,124

BISHOP STRANGE FUND

Gifts from many communicants to the Diocese in memory of the Rt. Rev. Robert Strange, Bishop of East Carolina, who died in 1914. Value when received $4,969.99. Income for missionary work in the Diocese.

Value 01-01-90	$	7,469
Value 12-31-90		7,010

CHARLOTTE I. THOMPSON FUND

Gift of Mrs. Charlotte I. Thompson (1967) to the Foundation. Value when received (including additions) $8,471.52. Income accumulated during life of Mrs. Thompson and thereafter used for expenses of St. Gabriel's, Faison. If St. Gabriel's is closed or no longer operated as a mission or church, income unrestricted.

Value 01-01-90	$ 19,693
Value 12-31-90	18,483

BISHOP WATSON FUND

Gifts from many communicants to the Diocese in memory of the Rt. Rev. Alfred Augustine Watson, Bishop of East Carolina, who died in 1905. Value when recieved $19,992.21. Income for the support of the Episcopate.

Value 01-01-90	$ 16,444
Value 12-31-90	15,434

ROBERT ARCHER WILLIAMS FUND

Bequest of Mrs. Bessie Sasser Williams (1974) to the Diocese as a memorial for Robert Archer Williams. Value when received $23,048.00. Income for the education of Episcopal ministers. Principal may be invaded or used for the same purpose.

Value 01-01-90	$ 38,971
Value 12-31-90	36,577

LEON O. AND NEVA WELLS LASTINGER MEMORIAL FUND

Bequest of Amanda Buck Harding Lastinger (1969) to the Foundation in memory of Leon O. and Neva Wells Lastinger. Income to be used for benefit of Trinity Parish, Chocowinity; if this is impracticable, income to be used for other mission churches in the Diocese with preference being given to mission churches in Beaufort County. Value when received $49,051.09.

Value 01-01-90	$ 71,044
Value 12-31-90	66,680

CLERGY FOREIGN TRAVEL FUND

Anonymous gift to be invested with Foundation and income to be disbursed to Clergy of East Carolina for foreign travel upon discretion of Bishop. Received in December 1979 with value when received $40,000.00.

Value 01-01-90	$	62,551
Value 12-31-90		58,709

WILL G. GAITHER FUND

Bequest of Mr. Will G. Gaither of Elizabeth City to Foundation in 1979. Value when received $50,000.00. Income unrestricted.

Value 01-01-90	$	77,527
Value 12-31-90		72,765

WILLIAM AND PHYLLIS WALKER FUND

Bequest of Mrs. Phyllis Walker (1980) to the Diocese for the Bishop's Discretionary Fund. Principal may be invaded or used for this purpose. Value when received $119,898.31.

Value 01-01-90	$	100,751
Value 12-31-90		94,563

WINSLOW MERRICK FUND

Bequest of Winslow Merrick (1976) of 250 shares of General Motors Corporation stock. The principal to be held in trust and income to be paid annually to St. Mark's, Wilmington. The income first to be used to pay pledges to Diocese and second for operation of Church. Stock sold 9-9-82 and $11,853.77 sent to Foundation for investment.

Value 01-01-90	$	15,435
Value 12-31-90		14,487

ACCOUNT 32-59974-00

PERIOD ENDING 06-30-90

WACHOVIA BANK & TRUST CO, NA
CU EPISCOPAL FDN - DIOCESE OF E CAR
PARTICIPANT FUND ACCOUNTING

PRINCIPAL

PARTICIPATING FUND	UNITS HELD BEGINNING OF PERIOD	BEGINNING INVENTORY	BEGINNING MARKET VALUE	ADDITIONS	WITHDRAWALS	REALIZED GAIN OR LOSS(-)	ENDING UNITS	ENDING INVENTORY	ENDING MARKET VALUE
GENERAL FUND	9.4500	2,061.66	1,265.02	810.00	.00	31.89-	15.3751	2,840.08	2,101.89
LOUIS W.ALSTON FUND	15162.6901	1,800,964.22	2,029,767.11	.00	.00	51,168.05-	15162.6901	1,750,286.21	2,072,837.44
CURTIS-MURCHISON FUND	596.4683	86,428.92	79,846.77	.00	.00	2,012.84-	596.4683	84,435.36	81,541.05
EDWARD FORBES FUND	749.5521	94,834.82	100,339.48	.00	.00	2,529.44-	749.5521	92,329.60	102,468.62
GRAHAM BLDG. FUND	928.3977	146,770.96	124,280.78	.00	.00	3,132.97-	928.3977	143,667.99	126,917.93
SARAH G.KENAN FUND	1927.2504	233,609.09	257,993.12	55,000.00	.00	6,503.71-	2329.5723	282,167.67	318,467.54
MARVIN-GILES-MURCHISON FD	572.1876	128,830.02	76,596.41	.00	.00	1,930.91-	572.1876	126,917.60	78,221.72
LUCILE M.MARVIN FUND	90.5136	24,309.56	12,116.68	.00	.00	305.45-	90.5136	24,007.02	12,373.79
WALTER R.MARVIN FUND	222.1522	43,053.15	29,738.62	.00	.00	749.68-	222.1522	42,310.65	30,369.65
PRICE-NOE MEMORIAL FUND	2111.8480	204,535.12	282,704.45	667.13	.00	7,126.65-	2116.7280	197,969.99	289,370.37
MARY N.SMITH FUND	151.4171	24,175.74	20,269.60	.00	.00	510.97-	151.4171	23,669.66	20,699.68
BISHOP STRANGE FUND	55.7947	8,605.84	7,469.02	.00	.00	188.29-	55.7947	8,419.35	7,627.49
CHARLOTTE THOMPSON FUND	147.1112	22,351.88	19,693.16	.00	.00	496.44-	147.1112	21,860.19	20,111.05
BISHOP WATSON FUND	122.8413	34,208.14	16,444.25	.00	.00	414.54-	122.8413	33,797.57	16,793.19
R.A.WILLIAMS FUND	291.1220	40,039.53	38,971.31	.00	.00	982.42-	291.1220	39,066.52	39,798.23
L.&N.W.LASTINGER MEM.FD.	530.7109	84,854.50	71,044.08	.00	.00	1,790.94-	530.7109	83,080.71	72,551.62
FANNY M CURTIS FUND	187.9984	41,569.27	25,166.56	.00	.00	634.42-	187.9984	40,940.93	25,700.58
SMITHSON FUND	1122.1099	247,058.76	150,212.25	93,800.00	.00	3,786.68-	1808.2517	337,108.35	247,199.66
CLERGY FOREIGN TRAVEL FUN	467.2680	69,335.86	62,551.23	.00	.00	1,576.84-	467.2680	67,774.14	63,878.56
WILL G GAITHER FUND	579.1420	85,936.36	77,527.35	.00	.00	1,954.37-	579.1420	84,000.71	79,172.44
WM & PHYLLIS WALKER FUND	752.6297	133,503.68	100,751.46	.00	.00	2,539.83-	752.6297	130,988.17	102,889.34
WINSLOW MERRICK FUND	115.3093	20,453.91	15,435.99	.00	.00	389.12-	115.3093	20,068.52	15,763.53
FLAGLER FUND	401.2981	94,364.45	53,720.15	.00	.00	1,354.22-	401.2981	93,023.20	54,860.02
ROBINSON CHARITY	.0000	.00	.00	63,523.32	.00	.00	464.6695	63,523.32	63,523.32
SAINT ANDREWS	.0000	.00	.00	10,000.00	.00	.00	73.1494	10,000.00	10,000.00
HOUTZ MUSIC FD	.0000	.00	.00	13,000.00	.00	.00	95.0943	13,000.00	13,000.00
CHRIST CHURCH FDN	.0000	.00	.00	109,302.91	.00	.00	799.5447	109,302.91	109,302.91
TOTAL	27295.2626	3,671,855.44	3,653,904.85	346,103.36	.00	92,110.67-	29826.9893	3,926,556.42	4,077,541.62
UNIT MARKET VALUE	133.8659						136.7064		

Difference of 667.13 between ending market value and inventory value reflected on report and ending values on 6-30-90 Investment Analysis Summary is due to the 10% transfer to principal for reinvestment in the Price-Noe Memorial Fund, which took place after the accounting period.

ACCOUNT 32-59974-00

PERIOD ENDING 06-30-90

WACHOVIA BANK & TRUST CO, NA
CU EPISCOPAL FDN - DIOCESE OF E CAR
PARTICIPANT FUND ACCOUNTING

INCOME

PARTICIPATING FUND	UNITS HELD BEGINNING OF PERIOD	CURRENT NET INCOME	ACCRUED INCOME	TOTAL INCOME	CURRENT PAYMENTS	REINVESTMENT	PRIOR ACCUMULATED INCOME	TOTAL ACCUMULATED INCOME
GENERAL FUND	9.4500	29.85	N/A	29.85	29.85	.00	.00	.00
LOUIS W.ALSTON FUND	15162.6901	47,898.72	N/A	47,898.72	47,898.72	.00	.00	.00
CURTIS-MURCHISON FUND	596.4683	1,884.23	N/A	1,884.23	1,884.23	.00	.00	.00
EDWARD FORBES FUND	749.5521	2,367.82	N/A	2,367.82	2,367.82	.00	.00	.00
GRAHAM BLDG. FUND	928.3977	2,932.79	N/A	2,932.79	2,932.79	.00	.00	.00
SARAH G.KENAN FUND	1927.2504	6,088.15	N/A	6,088.15	6,088.15	.00	.00	.00
MARVIN-GILES-MURCHISON FD.	572.1876	1,807.53	N/A	1,807.53	1,807.53	.00	.00	.00
LUCILE M.MARVIN FUND	90.5136	285.93	N/A	285.93	285.93	.00	.00	.00
WALTER R.MARVIN FUND	222.1522	701.78	N/A	701.78	701.78	.00	.00	.00
PRICE-NOE MEMORIAL FUND	2111.8480	6,671.29	N/A	6,671.29	6,004.16	667.13	.00	.00
MARY N.SMITH FUND	151.4171	478.32	N/A	478.32	478.32	.00	.00	.00
BISHOP STRANGE FUND	55.7947	176.25	N/A	176.25	176.25	.00	.00	.00
CHARLOTTE THOMPSON FUND	147.1112	464.72	N/A	464.72	464.72	.00	.00	.00
BISHOP WATSON FUND	122.8413	388.05	N/A	388.05	388.05	.00	.00	.00
R.A.WILLIAMS FUND	291.1220	919.65	N/A	919.65	919.65	.00	.00	.00
L.&N.W.LASTINGER MEM.FD.	530.7109	1,676.51	N/A	1,676.51	1,676.51	.00	.00	.00
FANNY M CURTIS FUND	187.9984	593.88	N/A	593.88	593.88	.00	.00	.00
SMITHSON FUND	1122.1099	3,544.73	N/A	3,544.73	3,544.73	.00	.00	.00
CLERGY FOREIGN TRAVEL FUND	467.2680	1,476.09	N/A	1,476.09	1,476.09	.00	.00	.00
WILL G GAITHER FUND	579.1420	1,829.50	N/A	1,829.50	1,829.50	.00	.00	.00
WM & PHYLLIS WALKER FUND	752.6297	2,377.54	N/A	2,377.54	2,377.54	.00	.00	.00
WINSLOW MERRICK FUND	115.3093	364.26	N/A	364.26	364.26	.00	.00	.00
FLAGLER FUND	401.2981	1,267.69	N/A	1,267.69	1,267.69	.00	.00	.00
ROBINSON CHARITY	.0000	.00	N/A	.00	.00	.00	.00	.00
SAINT ANDREWS	.0000	.00	N/A	.00	.00	.00	.00	.00
HOUTZ MUSIC FD	.0000	.00	N/A	.00	.00	.00	.00	.00
CHRIST CHURCH FDN	.0000	.00	N/A	.00	.00	.00	.00	.00
TOTAL	27295.2626	86,225.28		86,225.28	85,558.15	667.13	.00	.00
UNIT INCOME VALUE	3.1590							

CU EPISCOPAL FDN - DIOCESE OF E CAR

PERIOD ENDING 12-31-90 PARTICIPANT FUND ACCOUNTING

FINAL

PRINCIPAL

PARTICIPATING FUND	UNITS HELD BEGINNING OF PERIOD	BEGINNING INVENTORY	BEGINNING MARKET VALUE	ADDITIONS	WITHDRAWALS	REALIZED GAIN OR LOSS(-)	ENDING UNITS	ENDING INVENTORY	ENDING MARKET VALUE
GENERAL FUND	15.3751	2,840.08	2,101.89	568.97	.00	72.72-	19.9035	3,336.33	2,500.76
LOUIS W.ALSTON FUND	15162.6901	1,750,286.21	2,072,837.44	.00	.00	71,713.45-	15162.6901	1,678,572.76	1,905,096.44
CURTIS-MURCHISON FUND	596.4683	84,435.36	81,541.05	.00	.00	2,821.06-	596.4683	81,614.30	74,942.50
EDWARD FORBES FUND	749.5521	92,329.60	102,468.62	.00	.00	3,545.08-	749.5521	88,784.52	94,176.52
GRAHAM BLDG. FUND	928.3977	143,667.99	126,917.93	.00	.00	4,390.95-	928.3977	139,277.04	116,647.33
SARAH G.KENAN FUND	2329.5723	282,167.67	318,467.54	.00	.00	11,017.95-	2329.5723	271,149.72	292,696.10
MARVIN-GILES-MURCHISON FD	572.1876	125,917.60	78,221.72	.00	.00	2,706.22-	572.1876	124,211.38	71,891.79
LUCILE M.MARVIN FUND	90.5136	24,007.02	12,373.79	.00	.00	428.09-	90.5136	23,578.93	11,372.45
WALTER R.MARVIN FUND	222.1522	42,310.65	30,369.65	.00	.00	1,050.69-	222.1522	41,259.96	27,912.04
PRICE-NOE MEMORIAL FUND	2116.7280	197,969.99	289,370.37	620.84	.00	10,011.28-	2121.6693	188,579.55	266,574.40
MARY N.SMITH FUND	151.4171	23,669.66	20,699.68	100.00	.00	716.14-	152.2130	23,053.52	19,124.62
BISHOP STRANGE FUND	55.7947	8,419.35	7,627.49	.00	.00	263.89-	55.7947	8,155.46	7,010.24
CHARLOTTE THOMPSON FUND	147.1112	21,860.19	20,111.05	.00	.00	695.78-	147.1112	21,164.41	18,483.60
BISHOP WATSON FUND	122.8413	33,797.57	16,793.19	.00	.00	580.99-	122.8413	33,216.58	15,434.24
R.A.WILLIAMS FUND	291.1220	39,066.52	39,798.23	.00	.00	1,376.89-	291.1220	37,689.63	36,577.65
L.&N.W.LASTINGER MEM.FD.	530.7109	83,080.71	72,551.62	.00	.00	2,510.05-	530.7109	80,570.66	66,680.48
FANNY M CURTIS FUND	187.9984	40,940.93	25,700.58	.00	.00	889.16-	187.9984	40,051.77	23,620.82
SMITHSON FUND	1808.2517	337,108.35	247,199.66	.00	.00	8,552.31-	1808.2517	328,556.04	227,195.46
CLERGY FOREIGN TRAVEL FUN	467.2680	67,774.14	63,878.56	.00	.00	2,209.99-	467.2680	65,564.15	58,709.26
WILL G GAITHER FUND	579.1420	84,000.71	79,172.44	.00	.00	2,739.11-	579.1420	81,261.60	72,765.55
WM & PHYLLIS WALKER FUND	752.6297	130,988.17	102,889.34	.00	.00	3,559.64-	752.6297	127,428.53	94,563.17
WINSLOW MERRICK FUND	115.3093	20,068.52	15,763.53	.00	.00	545.37-	115.3093	19,523.15	14,487.90
FLAGLER FUND	401.2981	93,023.20	54,860.02	23,370.00	.00	1,897.98-	587.3003	114,495.22	73,790.58
ROBINSON CHARITY	464.6695	63,523.32	63,523.32	.00	.00	2,197.70-	464.6695	61,325.62	58,382.82
SAINT ANDREWS	73.1494	10,000.00	10,000.00	.00	.00	345.97-	73.1494	9,654.03	9,190.74
HOUTZ MUSIC FD	95.0943	13,000.00	13,000.00	.00	.00	449.76-	95.0943	12,550.24	11,947.98
CHRIST CHURCH FDN	799.5447	109,302.91	109,302.91	.00	.00	3,781.53-	799.5447	105,521.38	100,457.74
TOTAL	29826.9893	3,926,556.42	4,077,541.62	24,659.81	.00	141,069.75-	30023.2571	3,810,146.48	3,772,233.18
UNIT MARKET VALUE	136.7064						125.6437		

Difference of $620.84 between ending market value and inventory value reflected on this report and ending values on 12-31-90 Investment Analysis Summary is due to the 10% transfer to principal for reinvestment in the Price-Noe Memorial Fund, which took place after the accounting period.

INCOME

PARTICIPATING FUND	UNITS HELD BEGINNING OF PERIOD	CURRENT NET INCOME	ACCRUED INCOME	TOTAL INCOME	CURRENT PAYMENTS	REINVESTMENT	PRIOR ACCUMULATED INCOME	TOTAL ACCUMULATED INCOME
GENERAL FUND	15.3751	45.10	N/A	45.10	45.10	.00	.00	.00
LOUIS W.ALSTON FUND	15162.6901	44,472.68	N/A	44,472.68	44,472.68	.00	.00	.00
CURTIS-MURCHISON FUND	596.4683	1,749.46	N/A	1,749.46	1,749.46	.00	.00	.00
EDWARD FORBES FUND	749.5521	2,198.46	N/A	2,198.46	2,198.46	.00	.00	.00
GRAHAM BLDG. FUND	929.3977	2,723.02	N/A	2,723.02	2,723.02	.00	.00	.00
SARAH G.KENAN FUND	2329.5723	6,832.71	N/A	6,832.71	6,832.71	.00	.00	.00
MARVIN-GILES-MURCHISON FD.	572.1876	1,678.25	N/A	1,678.25	1,678.25	.00	.00	.00
LUCILE M.MARVIN FUND	90.5136	265.48	N/A	265.48	265.48	.00	.00	.00
WALTER R.MARVIN FUND	222.1522	651.58	N/A	651.58	651.58	.00	.00	.00
PRICE-NOE MEMORIAL FUND	2116.7280	6,208.43	N/A	6,208.43	5,587.59	620.84	.00	.00
MARY N.SMITH FUND	151.4171	444.11	N/A	444.11	444.11	.00	.00	.00
BISHOP STRANGE FUND	55.7947	163.65	N/A	163.65	163.65	.00	.00	.00
CHARLOTTE THOMPSON FUND	147.1112	431.48	N/A	431.48	431.48	.00	.00	.00
BISHOP WATSON FUND	122.8413	360.30	N/A	360.30	360.30	.00	.00	.00
R.A.WILLIAMS FUND	291.1220	853.87	N/A	853.87	853.87	.00	.00	.00
L.&N.W.LASTINGER MEM.FD.	530.7109	1,556.59	N/A	1,556.59	1,556.59	.00	.00	.00
FANNY M CURTIS FUND	187.9984	551.41	N/A	551.41	551.41	.00	.00	.00
SMITHSON FUND	1808.2517	5,303.66	N/A	5,303.66	5,303.66	.00	.00	.00
CLERGY FOREIGN TRAVEL FUND	467.2680	1,370.51	N/A	1,370.51	1,370.51	.00	.00	.00
WILL G GAITHER FUND	579.1420	1,698.64	N/A	1,698.64	1,698.64	.00	.00	.00
WM & PHYLLIS WALKER FUND	752.6297	2,207.49	N/A	2,207.49	2,207.49	.00	.00	.00
WINSLOW MERRICK FUND	115.3093	338.21	N/A	338.21	338.21	.00	.00	.00
FLAGLER FUND	401.2981	1,177.02	N/A	1,177.02	1,177.02	.00	.00	.00
ROBINSON CHARITY	464.6695	1,362.89	N/A	1,362.89	1,362.89	.00	.00	.00
SAINT ANDREWS	73.1494	214.55	N/A	214.55	214.55	.00	.00	.00
HOUTZ MUSIC FD	95.0943	278.92	N/A	278.92	278.92	.00	.00	.00
CHRIST CHURCH FDN	799.5447	2,345.09	N/A	2,345.09	2,345.09	.00	.00	.00
TOTAL	29826.9893	87,483.56		87,483.56	86,862.72	620.84	.00	.00
UNIT INCOME VALUE	2.9330							

ACTIONS OF THE TRUSTEES

1990

2/90	Signed agreement with Harry Hosier United Methodist Church to purchase property formally known as St. Mark's Episcopal Church in Fayetteville, NC
4/90	Loaned St. Andrew's, Wilmington $10,000 from the Trustees account.
4/90	Loaned St. Paul's, Vanceboro $1,700 from the Trustees account.
9/90	Gave permission for St. Thomas, Oriental to re-finance building loan.

Dr. Charles L. Garrett
Mr. Horace L. Stacy
The Rt. Rev. B. Sidney Sanders

MISSION STATEMENT
DIOCESE OF EAST CAROLINA

We believe that we are called:

To rejoice in being members of God's family,

To affirm the diversity of gifts with which we are blessed,

To serve with passion wherever God calls us into ministry, and

To support this ministry with our time, talent and money.

12/8/89

EXECUTIVE COUNCIL STEWARDSHIP STATEMENT

DIOCESE OF EAST CAROLINA

As the Executive Council of the Diocese of East Carolina, we believe all that we are and all that we have are gifts from a loving, giving God, and that as members of the Body of Christ, we are accountable to God and to each other for those gifts.

Therefore, we affirm that God has called his people to have dominion over the creation and to be responsible stewards of the fruits and resources of the earth, and we affirm our commitment to be responsible stewards of these gifts.

We further affirm the tithing of each person's time and talent in ministry in the Church and the World;

And, we affirm the Biblical Tithe as our personal minimum standard of giving, and are presently giving or committed to give at this level within the next three years.

We commend to the members of every Diocesan Department, Commission and Committee this Stewardship Statement for personal study and affirmation. We also commend it to every Priest, Warden and Parishioner.

We strongly urge each Vestry to develop a Parish Stewardship Statement that publicly affirms its commitment and invites every member of the parish to work toward a personal commitment to tithing.

We strongly recommend annual review and reaffirmation of this Stewardship Statement by the Executive Council, Diocesan Departments, Commissions and Committees and by every Vestry and Parishioner of the Diocese of East Carolina.

Lent, 1990

Clarence Leary Jr.
David M. Chamberlain +
Thomas G. Cure
Alice W. Lynch
Gary Fuller
Frank L. Chatfield
Dencil Page
Paul Hamilton Fuller Jr.

95

GOALS FOR CONGREGATIONAL DEVELOPMENT

GOAL: By 1992 the Diocese of East Carolina will have implemented a Diocesan Strategy for Congregational Development which includes establishment of new congregations and the revitalization and/ or transformation of existing congregations.

OBJECTIVES:

1. During 1990-1991 - Complete area study for Mission and Ministry in each area of the Diocese and each congregation to identify need for revitalization, transformation and initiation of new work, and to prioritize those needs ($15,000).

2. By 1991 - To have developed a strategy for working with each rural congregation and groupings of congregations to assist in the revitalization or transformation of their Mission and Ministry.

3. By the end of 1990 - To have identified and trained 6 lay people in consultation skills, and 4 persons in parish conflict management skills ($6,000).

4. By the end of 1989 - Will have developed, in cooperation, with the Commission on Ministry, guidelines for the establishment of new forms of lay and ordained ministry for work in rural and special communities. (Completed)

5. 1990-1991 - Launch capital funds campaign for acquisition of property, new missions and revitalization of existing congregations.

6. By the end of 1992 - Will have launched 3 - 5 new congregations.

GOALS FOR STEWARDSHIP

INDIVIDUAL LEVEL: 1. The Biblical tithe as the minimum standard of giving for Episcopalians will be reaffirmed by the Executive Council and the annual Convention.

2. Pledges to the churches will be doubled by 1992.

3. A year-round stewardship program will be operating in every parish.

PARISH LEVEL: 1. Pledges by the churches to the Diocese will be increased by 80% by 1992.

2. The minimum level of giving in 1988 will be 10%.

DIOCESAN LEVEL: 1. Beginning in 1988, a full-time development director will be in place to develop Planned Giving for both parishes and the diocese. The National Church will pay half of expenses the first three years.

2. By 1992, the Foundation, in cooperation with the Executive Council, will have provided leadership to have completed a capital funds drive. Some of these funds will be used for:

a. Land acquisition and congregational development.

b. Creative Christian Stewardship Grants.

GOALS FOR EVANGELISM AND RENEWAL

GOAL: To grow a minimum of 10% in every parish by the end of 1992 through sharing the good news of Jesus Christ.

STEPS TO ACHIEVE THIS GOAL:

1. By the end of 1991, we will have a minimum of 15 parishes involved in the current Evangelism Project.
2. By 1991, all parishes will have active, working Committees on Evangelism.
3. Recommendations for Cursillo and other conferences will be proposed in order to help participants integrate with local parishes.
4. There will be an Evangelism/Renewal Conference each year of the 90's.

GOALS FOR SERVANT MINISTRY

GOAL: To make possible that, in five years, every Episcopalian in the Diocese of East Carolina will be able to acknowledge and articulate his/her ministry, and live this ministry out with the support of a faith community.

OBJECTIVES:

In 1988:

1. Select one large and one small church in each convocation to serve as models of the process.
2. Design the process. (The Department of Christian Ministries will be asked to develop this process and to follow it through with the model congregation.)

In 1989:

1. A Diocesan Training Committee is organized to teach the process of gift identification to the parishes.
2. Volunteer coordinators from each parish or cluster of parishes will be trained by the Training Committee to work with individual parishes in helping them to spot talent and gifts among the clergy, deacons, and lay persons (adults, youth and children).
3. Assess avenues of servanthood.
4. Make connections so that no one feels alone or excluded.
5. Hook in to existing ministries; offer opportunites for the fruition of gifts.
6. Free people to say <u>yes</u> and to say <u>no</u>, always remembering that Christian charity is not mediocrity and that servants are loved but accountable.

In 1990:

1. Create the process of evaluation. Proceed.

GOALS FOR LEADERSHIP DEVELOPMENT

GOAL: To identify, develop and provide educational leadership experiences which are relevant and facilitate human development.

OBJECTIVES:

1. To help local parishes identify the resources available or needed to facilitate their potential growth in leadership skills.

2. To provide area vestry workshops to help people in leadership positions identify their role in their Christian community.

3. To help identify and link persons in local parishes with formal leadership training events, i.e., MATS.

4. To develop training experiences that will enhance design and planning skills for persons already in leadership roles.

GOALS FOR STRENGTHENING BLACK MINISTRIES

GOAL: To make the Diocese of East Carolina aware of the opportunity to minister and evangelize that portion of the population which is black in eastern North Carolina.

OBJECTIVES:

1. To strengthen the eight existing black congregations by 1992.
2. To have a black person in a responsible position on the diocesan staff by 1992.
3. In cooperation with the Department of Missions, develop strategies for new integrated parishes.
4. To examine how the dynamics of racism affect our corporate life and our ability to evangelize.

Clergy Salary Study Committee

To the Bishop and the One Hundred and Eighth Annual Convention of the Diocese of East Carolina:

The Clergy Salary Study Committee recommends that the minimum salaries be increased by 5.4% which represents the cost of living increase for the twelve month period September 1989 - September 1990.

The committee also reminds Convention delegates that parishes have been asked to begin paying at least 1/4 of the clergy social security for 1991 and an additional 1/4 in 1992 to reach 1/2 FICA by 1992.

Maximum benefit for retired clergy to assist with the cost of Medigap is recommended to be set at $624 per eligible person. Clergy serving ten or more years receive the maximum benefit. Clergy serving in East Carolina for less than ten years receive 10% less for each year below ten years.

While remuneration for supply clergy remains the same as last year, it is recommended that mileage allowance be increased from .22 to .26 a mile.

The committee feels the Clergy Compensation Review Process is very important and each parish should have a Compensation Review Committee. The Compensation Review Process is included in the Convention Workbook.

Respectfully submitted,

F. Donald Hickman
Chairman

CLERGY COMPENSATION REVIEW COMMITTEE

A. ANNUAL COMPENSATION REVIEW PROCESS

The rector and the senior warden should appoint a Compensation Review Committee by the first of October so that they can meet with the rector by the middle of October. This will allow time for the Committee to report its recommendations to the Finance Committee/Vestry meeting, before the budget process begins.

It is suggested that the following might serve on the Compensation Review Committee: (1) a former senior warden; (2) one of the current vestry; and (3) someone from the congregation at-large who is experienced in compensation review on a professional level.

Suggested steps for carrying out the compensation review process are:

(1) After the Committee has been appointed, all members should be supplied with copies of "Caring for Clergy through Compensation," "Caring for Clergy through Housing," and the Diocesan Clergy Salary Study Commission findings, which should be read before meeting with the rector.

(2) The Committee should review the existing compensation package by item in order to be familiar with its details.

(3) The rector should be asked to comment to the Committee on how he feels about his present compensation and how he would like to see his total package structured for the coming year.

(4) The current COLA (cost of living allowance) should be discussed.

(5) The guidelines recommended by the Diocese should be reviewed.

(6) The Committee should ascertain that the rector is familiar with the tax consequences of how the salary package is structured.

(7) The compensation should be set. The Clergy Salary Study Commission encourages Compensation Review Committees to set the compensation with the rector present to allow for an open dialogue.

B. MINIMUM SALARY AND COMPENSATION FACTORS

THE COST OF THE POSITION

Clergy are called to do the work of the Lord and it seems unreasonable to impose upon them a purely secular system of compensation. However, it seems equally inappropriate to ignore the reality that the compensation of clergy is influenced by such factors as the scope of the job, clergy/vestry accountability, church stewardship, and the congregation's ability to pay.

It follows that maximum equity and fairness will result when the policies and methods pertaining to clergy compensation are standardized as much as possible and dealt with openly, making allowances for "special situations". The following guideline for determining the cost of a full time clergy position is offered for establishing equity and fairness between the clergy and the vestry.

While the committee acknowledges the difficulty in any ministry review for clergy and vestry, there is an obvious need for an annual review of that mutual ministry. Communication and accountability between clergy and vestry should be a part of that review. An ongoing clarifying of expectations between clergy and vestry will support the mutual ministry of the parish. The committee is continuing to work on developing a supportive and effective means to conduct an annual ministry review.

We direct your attention to these pamphlets which can be of great assistance in this process:

1. Mutual Ministry Review: for Clergy and Parishes
2. Caring for Clergy through Compensation
3. Caring for Clergy through Housing

These publications are available through:

The Church Deployment Board of the Episcopal Church
815 Second Avenue
New York, New York 10017-4594
212-867-8400

CLERGY SALARY STUDY

LEVELS OF RESPONSIBILITY AND COMMENSURATE COMPENSATION

Salary is that cash amount which is paid directly to the clergyman. The first step in determining salary is to determine the Job Responsibility Level. The categories of A to G are listed and below them are the salary ranges for each category. The description of each level and the ranges of each salary are of a scope comprehensive enough to allow practically any situation to fall within one of the seven levels. The Job Responsibility Level determines the salary range.

I. Job Responsibility Level.

Level A-1 This is the first year of ordained ministry. (Salary set by diocese.)

Level A-2 This is the second year of ordained ministry.

Level B Positions at this level require professional competency and ability to deal with normal demands as found in some missions and small parishes.

Level C Positions at this level require professional competency and ability to deal with demands of a mission or parish beyond the size or complexity of Level B. Often the major challenges here are those of institutional and pastoral management. An illustration of this level might be the mission cure, small to medium parish less than 125, college chaplain, or seasoned assistant.

Level D These are positions of some complexity and responsibility requiring more professional competence and independence than those of Level C. The "typical parish rectorship" is at this level. Of the same level of responsibility, although very different in some of the skills required, are such positions as diocesan officials, a Senior Assistant in a parish whose Rectorship is at Level E or F, or a "specialist" in certain areas.

Level E These positions are very complex and require seasoned competence in several areas: theological, pastoral and managerial. Typical of this level is the rectorship of above average in size and complexity of program. Some diocesan officials may also fall in this level. Average parish might approximate 250 with budget near $150,000.

Level F These positions are those of very heavy responsibility, requiring considerable experience and mastery of several not necessarily related disciplines. Direction and training of other clergy is often required. Rectors of very large, diverse parishes are typically at this responsibility level. Average parish might approximate 250 plus with budget near $200,000 or more.

II. Salary Range - 1991

	MINIMUM	MID-LEVEL	UPPER-LEVEL**
Level A-1	* $16,650	$19,104	$22,902
Level A-2	* $19,004	$20,203	$24,242
Level B	$21,357	$22,448	$26,937
Level C	$22,596	$25,990	$31,187
Level D	$25,672	$29,528	$35,433
Level E	$28,752	$33,068	$39,681
Level F	$31,829	$36,609	$43,930

* This figure represents the minimum salary established by the Diocese.

** Upper level does not imply maximum.

III. Total Compensation Package

A. Compensation

1. Salary (as outlined in Section II)
2. Housing - equal to 30% of Salary, Housing & Utilities.
3. Utilities - Reimbursement of Actual Costs.
4. Social Security - Cash allowance equal to 50% of FICA (7.65%)

B. Additional Benefits

1. Retirement (Church Pension Fund) - 18% of Salary, Housing & Utilities, Social Security and Any Other Cash Allowances
2. Life and Medical Insurance - Based on quotes to the Diocese-approximately 10-12% of total compensation.
3. Sabbatical Leave (three months per five years)
4. Vacation

C. Business Expenses

1. Travel - Reimbursement of actual expenses.
2. Continuing Education - Reimbursement of actual expenses. ($300-$600)

EXAMPLE: Level A-1 (First year of Ordained Ministry)

Compensation:		
Salary	$16,650.00	
Housing	5,646.00	(30% of salary plus utilities)
** Utilities	2,170.00	(estimate)
Total	$24,466.00	
1/2 FICA	$ 2,000.00	Est. Cash Allowance 50% Soc. Security which is paid on $26,466
Total Payments to Priest	$26,466.00	
BENEFITS:		
Pension $4,764	18% x $26,466	
Major Med. & Life Ins.	4,025 ($2,000 Single)	
BUSINESS EXPENSE		
** Travel	$ 2,400.00	
** Continuing Ed	500.00	
Total Cost to Parish	$ 38,155.00	

*There is growing concern that a sabbatical is helpful/necessary if the quality of ministry from the clergy is to grow and remain competent within the life of congregation. A three (3) month leave after five years has been suggested by our Commission on Ministry as an appropriate time. The course of study, as well as the length of time, should be negotiated with the Vestry.

**This is only one example. Utilities, Travel, and Continuing Education are negotiable and variable. We strongly recommend that Continuing Education be seen as a requirement and as a business expense.

In negotiating Compensation Packages it is important to have a person knowledgeable about Clergy Tax Laws.

LEVEL A-2 (Second year of Ordained Ministry)

Compensation:		
Salary	$19,004.00	
Housing	6,421.00	30% Salary plus Utilities
** Utilities	2,400.00	(Estimate)
Total	$27,825.00	
1/2 FICA	$ 2,200.00	Est. Cash Allowance 50% Social Security which is paid on $30,025
Total Payments to Priest	$30,025.00	
BENEFITS:		
Pension $5,404	18% x $30,025	
Major Medical & Life Ins. 4,075	($2,038 Single)	
BUSINESS EXPENSE		
** Travel	2,400.00	
** Continuing Ed	500.00	
Total Cost to Parish	$42,404.00	

MINIMUM SUPPLY CLERGY REMUNERATION

One Service	$ 75.00
Two Services	100.00
Three Services	125.00
Midweek Service	50.00
Mileage Per Mile	.26
Motel and Meals as Necessary	

Supply clergy are responsible for Federal and State Income Tax and Social Security Tax on these amounts.

Interim situations are all unique and should be negotiated individually with the involvement of a Diocesan consultant.

BENEFITS FOR RETIRED CLERGY

This proposal is submitted by the Clergy Salary Study Commission concerning a benefit for retired clergy and widows of retired clergy.

Retired clergy will receive assistance in defraying the cost of Medigap Insurance, within the following guidelines:

ELIGIBILITY

The benefits will apply to certain retired clergy and widows of retired clergy. All eligibility guidelines must be met to obtain the benefit.

Clergy who have a cumulative service of 10 or more years with the Diocese of East Carolina will receive full reimbursement as defined in the "Benefit Amount" section of this article. The benefit is decreased by 10% per year for each year of service less than 10 years.

BENEFIT AMOUNT

Each year the Clergy Salary Study Commission will review the maximum reimbursement allowance and will recommend to the Diocese what the allowance will be for the year.

Consideration in setting the amount of this benefit shall, without any obligation to offset it, be based upon what it would cost to purchase Medigap insurance with the group health insurance provided the Diocese is using at the time. In no event will the amount of reimbursement in a given instance be more than the lesser of the following: (1) the actual cost of the insurance, or (2) the maximum reimbursement benefit in effect at the time.

RECIPIENT'S RESPONSIBILITIES

While the recipient is responsible for securing his/her Medigap coverage with the provider he/she chooses and also for filing evidence of its having been paid (for reimbursement purposes), the amount of reimbursement will be determined in accordance with the preceding section ("Benefit Amount").

RECOMMENDATION FOR 1991

It is the recommendation of the Clergy Salary Study Commission that the maximum benefit amount for the current year be $624 per eligible person.

ARTS COMMISSION

To the Bishop and the One Hundred and Eighth Annual Convention of the Diocese of East Carolina:

The Arts Commission of the Diocese met as a body twice during the past year and accomplished many tasks which required a lot of physical labor on the membership. We literally had a real "working" year.

It has been a concern of the Bishop and his administrative staff in Kinston that the Diocesan House grounds be landscaped. We have taken this task seriously and will proceed over the next several years to solve this problem. During March, we planted over 300 pine seedlings which were donated to us by the folks at Weyerhauser. About 40 have survived severe drought conditions to begin forming a windbreak at the North property line. Once these become established more plantings can be made. During November, planters were delivered by Mr. Hunter Cole of Elizabethtown and were planted with slow growing shrubs and trees which will enhance the courtyard surroundings. Plantings are being done with items which will need little or no upkeep. We are most grateful to Cheryl Taft of St. Paul's, Greenville who has assisted us in both these projects with a comprehensive landscape architecture plan, - her area of professional expertise which has been donated to us for the Diocesan House. Also, much thanks is in order to Norma VanVeld of St. Timothy's, Greenville, for her many hours in this task. Our pursuits in art and design during the year were frustrated by lack of funding, particularly for a wall hanging to be placed in the large conference room at the Diocesan House. A contract with an artist was terminated due to lack of funds and of the long-range possibility of Diocesan House renovations. This hanging not only would have been a pleasing design for that particular space, but was to be designed to improve the sound acoustics in that room. However, Doris Bartels has designed a series of banners around criteria suitable for Trinity Center which only need volunteers to sew and hang them. The Chair designed a banner for the diocese which was first used at Calvary Church, Tarboro, for the celebration in April of the Episcopal Church's presence in North Carolina. Ann Cook of Wilmington spent many long hours sewing it together and you will see it for the first time at this convention away from its home in the Diocesan House's reception area. The design embodies the four important dates significant to our diocese and a figure Anglican baptism in the Americas.

The Arts Commission also suggested the name "Dame Julian of Norwich Chapel" at Trinity Center, designed by Doris Bartels and generously appointed by the Buddy Garretts of Jacksonville. The Chapel was dedicated by the Bishop at the Trinity Day festivities this August. Also, we are most thankful to Jane Wynne for the new fountainhead nozzles at the Diocesan House and hope the late night "banging of the pipes" has ceased to exist!

Respectfully submitted,

Charles F. Chamberlain, Chair

THE BEAUFORT-HYDE EPISCOPAL COUNCIL

To the Bishop and the One Hundred and Eighth Annual Convention of the Diocese of East Carolina:

1990 has been a year of consolidation and what one might term a "coming-of-age" for the Council. The name of the original Beaufort County Episcopal Council was changed to indicate the permanent membership of the four Hyde County churches following the trial membership during 1989.

Other substantive organizational changes were instigated, with a comprehensive review of the ByLaws now being undertaken for the first time since the Council was formed in 1987.

In April, an Evangelism workshop was held at St. Peter's with about 35 persons from almost all the churches attending, along with the Bishop. This was the first time such a workshop has been attempted in this diocese, and it is already setting a pattern for other area councils to use as we enter the 1990's "Decade of Evangelism."

In June, the annual Festival Eucharist, followed by a covered-dish picnic, was held at Bonner's point, Bath, with a theme "The Ministry of the Laity." Two new features were added this year: Bishop Sanders installed the new officers of the Council and also used this opportunity to personally present certificates to Lay Readers and Chalice Bearers from the member churches. About 200 people attended, and all seemed to enjoy themselves.

The new officers of the Council, installed to serve until 1992, are Dr. Charles H. Duckett, St. Thomas, Bath, as Chairman; Charles Jones, St. Paul's, Washington, as Vice Chairman; and Jack Hill, St. Peter's, as Treasurer. Frances Douglas, Zion, was later elected Secretary.

In August, the annual retreat for members of all the Council churches took place at Trinity Center, with about 35 families attending. This has been praised by those who attended, and it is hoped participation will increase each year.

In addition to these major events, council-supported programs for the member churches are continuing, such as the monthly advertisement in the Washington Daily News listing the names and service schedules of all member churches, and the consolidated Yellow Page advertisements in the various telephone company directories, which group the Council churches together for ease of identification. Also, the Council Choir, which was formed in 1989, continues to perform at selected events, such as the Festival Eucharist or special events at any of the member churches.

Council representatives participated in the Pamlico-Albemarle Area Study in November and will use feedback from consultants in developing program planning for 1991. A major attempt will be made to develop a closer liaison with each church, in order to bring more "grassroots" needs to the Council for program development.

The program for 1991 is beginning to take place. The calendar is already firm for another Festival Eucharist in June and a retreat at Trinity Center in August. The review and modification of the ByLaws will be completed. Also, a brochure presently under development, depicting each Council church and giving the name of the rector and the order of services, will be printed and placed throughout Beaufort and Hyde counties in hotels, motels, real estate offices, etc., as part of our evangelism program.

Late in the year, the Hyde County churches decided to call a priest to serve them and to develop a new council for that geographic area. At the end of 1990, the Beaufort Coucy Episcopal Council reverted to its original name and membership.

If you have suggestions as to the work of the Council, or would like to participate in any of its activities, please contact our church representatives, or one of the Council officers.

Respectfully submitted,

Charles H. Duckett, M.D., Chairman

CAMP TRINITY

To the Bishop and the One Hundred and Eighth Annual Convention of the Diocese of East Carolina:

Camp Trinity continues as a significant force in the lives of many in our Diocese. This is due in no small part to the dedication and energy of its director, Ms. Carol Taylor.

The summer camping program at Trinity Center continues to serve well the needs and desires of our camping population as well as the aims and goals of the church in working with its children. This year 540 campers enjoyed the challenge of living apart from families and as part of an intentional Christian community. Their cooperation and enthusiasm bound with the dedication and commitment of the summer staff, clergy and lay volunteers make possible an environment where individuals can embrace the life changing experiences inherent in such community living.

Scholarship assistance provided through gifts and donations aided 76 of our campers to enjoy a session of camping this past year. Clergy and lay session leaders this past summer offered a variety of program themes such as sessions on the Sacraments, Human Sexuality, Creation Relationships and Stewardship. These themes gave direction and order to days filled otherwise with opportunities to swim, sail, canoe, play sports, enjoy the beach and share together reflective and quiet times.

The Camp for the Handicapped was once again attended by 45 campers and their volunteer caretakers. The theme for their camping session was "I See The God In You". This ministry of the camping program continues to touch whole families in significant and life changing ways.

We are indeed fortunate to have this fine program as part of the fabric of Diocesan life; and we are blessed with the facility, beautiful environment, staff and campers that make it up. For all that has been and all that will be may God be praised.

Respectfully submitted,

The Rev. Russell Johnson, Chairman

CAMPUS MINISTRY-EAST CAROLINA UNIVERSITY

To the Bishop and the One Hundred and Eighth Annual Convention of the Diocese of East Carolina:

Perhaps it is time to reiterate that the Episcopal Campus Ministry at East Carolina University continues its model of a parish-based team ministry.

This ministry is shared by:
- Campus Minister: Lay Person, Marty Gartman
- Advisor: Deacon, and Professor at E.C.U., James Smith
- Advisor: Professor at E.C.U., Ted Gartman
- St. Paul's, Rector: The Rev. Patrick Houston
- St. Paul's, Assoc. Rector: The Rev. Middleton Wootten

Format: Each Wednesday during the academic year: Eucharist at 5:30, followed by supper and program.

Meal Preparation: Parishioners and volunteer on their pledge card to prepare meals for our students. Over 50 parishioners have been involved in this service to us this year.

Weekly Eucharist: Each Wednesday our two priests alternate as celebrants at our services. A faithful "band" of parishioners regularly join us in worship. Jo Leichte, one of our students is our organist; other students act as acolytes, read lessons, and prayers.

St. Paul's Campus Ministry Committee: serves as a steering committee by supporting the campus minister, offering suggestions, helping to plan and carry out our work, serves as a sounding board of parishioners who are faculty at the university. Special thanks go our this year to Pat Pertalion, our outgoing chairman, and Chuck Chamberlain, outgoing liason to this group from the Lay Ministries Commission.

This fall Campus Ministry instituted 2 new programs:

1) "People to People"
   15 families and singles have volunteered to be a special friend to a college student - have them to their homes for meals from time to time, and just generally be available for them.

2) "Episcopal Faculty Negotiators"
   Episcopal faculty at E.C.U. volunteer to help students "negotiate the campus system". This can be of real help to freshmen or students trying to decide on a major. Sometimes students want to talk things over with someone who shares our Anglican heritage in addition to their assigned advisors. 22 faculty, covering 15 schools and colleges within the university system, have agreed to serve in this capacity. This not only helps students, but gives faculty a change to exercise their ministry in the work place.

Highlights of 1990:

- preparation for Diocesan Convention, electing college student delegate and alternate, organizing student helpers for services and elections.

- retreat at Trinity Center. The Rev. A. C. Marble led us through a very fine weekend on "The Sanctification of Time in Our Lives".

- graduation celebration for two of our graduating seniors.

- students fed about 14 faculty who had volunteered for the "Faculty Negotiator's" program. A very good spaghetti dinner and much conviviality ensued.

- several students attended parts of the Healing Mission led by Canon James Glennon from Australia. Two lively discussions in the next two weeks were follow-ups of the mission.

- students were strongly encouraged to attend the events related to the AIDS Awareness campaign on campus. As a spin-off of the campus events, Mid Wootten and Ted Gartman led a discussion with students on AIDS, sex, and personal relationships.

Respectfully submitted,

Marty Gartman
ECU Episcopal Campus Minister

DEPARTMENT OF CHRISTIAN EDUCATION

To the Bishop and the One Hundred and Eighth Annual Convention of the Diocese of East Carolina:

The 1990 year has been one in which the Department has begun the process of change. Over the years there has been a gradual decline in the number of active members of the Department and more and more has had to be done by fewer and fewer individuals. That fact, together with the realization that our spring and fall conference enrollment was on a steady decline led the department and the chair to conclude that it was time for a major overhaul. To that end, I have submitted my resignation as chair of the department effective with this convention. It has been a real joy for me to serve the diocese as a member and chair of this department for the last several years. It is now time for a new individual to take the reins and for new individuals to step forward who wish to see Christian Education in this Diocese move forward.

During the past year we did conduct a spring conference at Trinity directed by Betsy Willis and Lorna Erixson. While the enrollment was low the response of those that attended was very positive and a big thank you goes to the co-leaders of the conference. The focus of the conference was on the different uses of "Sacred Play" in Christian Education.

The department also funded the training of a team from St. Francis, Goldsboro in the Disciples of Christ in Community Christian Education program. St. Francis joins St. Andrews-on-the Sound; St. James; Trinity; St. Paul's in-the-Pines; and St. James-the-Fisherman in offering this program in the diocese.

Our fall conference, "An Advent Gift For You" with the Rev. Dr. Richard Busch turned out to be not much of a gift for anyone as we had to cancel due to low enrollment. This is just part of the reason the department feels a need to take stock and look at possible new directions and offerings.

The department continued with its scholarship program to individuals seeking to attend conferences both within and outside of the diocese. While these scholarships are small they often make the difference between someone attending and not attending.

Respectfully submitted,

Richard W. Warner, Jr.
Chair

CHRISTIAN SOCIAL MINISTRIES

To the Bishop and the One Hundred and Eighth Annual Convention of the Diocese of East Carolina:

Activities of CSM during 1990 include:

1. EPISCOPAL FARMWORKER MINISTRY: Support of EFM and the Joint Committee with the Diocese of North Carolina continued. An Office Assistant was added to enable Amy Trester to be out in the field more. She continues to help farmworkers in times of crisis and to advocate for them before the public and government. On November 17, a large group of supporters, including some farmworkers, gathered to dedicate the Day Care Center in thanksgiving for the ministry of The Rev. Lex Matthews. Mrs. Barbara Berkeley presented a plaque dedicating the center in his memory. Bishop Estill presided at Eucharist and The Rev. Jim Lewis preached. Christian Social Ministries and the Joint Farmworker Committee are thankful for the generous support of the people of the Diocese of East Carolina. During 1991, farmworker children will have a new place in which to grow.

2. RACISM: The Committee on Racism (The Rev. Walter Welsh, Chair) sponsored a conference with the Wilmington Urban Ministry. As during 1989, Dr. Dudley Flood led this very successful event. The Rev. Ton Whiteside was instrumental in the organization of this conference. We hope to have a similar conference in Fayetteville during 1991.

3. SOCIAL WORKERS' RETREAT: We sponsored a small conference of social workers during August. Sister Nancy Healy provided the program and The Rev. Cherry Livingston was chaplain. Debi Fox-Cavanaugh of the Albemarle Food Bank in Elizabeth City coordinated the conference. Due to the small number attending, CSM decided not to sponsor this conference during 1991.

4. TRI-DIOCESAN MEETINGS: We sent representatives to two meetings of social ministry groups from the three NC dioceses. These gatherings provide us with needed information and resources and have helped us to work together in conference and ministry planning.

5. HUMAN SEXUALITY: CSM began forming a new committee to foster dialogue around the many issues facing Episcopalians in the area of human sexuality. Hopefully, this group will meet during 1991.

We give thanks for every person in the Diocese of East Carolina who responds to needs of God's people, especially those who advocate for the least of these among the "principalities and powers."

Respectfully submitted,

Robert L. Beasley, Chair

COMMISSION ON MINISTRY

To the Bishop and the One Hundred and Eighth Annual Convention of the Diocese of East Carolina:

The Commission on Ministry is composed of eight priests, four lay persons, and one deacon, appointed by the Bishop to assist him: "In determining present and future needs for ministry in the diocese; in recruiting and selecting persons for Holy Orders and in guiding and examining postulants, candidates, and deacons in training for the priesthood." (Title III, Canon 2, Section 2(a), (b).

During 1990 the Commission recommended to the Bishop the following persons seeking Holy Orders:

For ordination to deacon in training: Jeremiah Day, Sara Krantz, Maxine Maddox, Herb Plimpton

For Candidacy: Carolyn Craig, Ernest (Buddy) Oliver.

For Postulancy: Ben Dixon, Jeff Krantz

For Candidacy to the Diaconate: Joann Bell, R. C. West

We spent an afternoon of discussion with our junior seminarians, Steve Evans, Jimmy Taylor, and our Middlers, Carolyn Craig, Buddy Oliver.

We interviewed and recommended that Frank Russ continue the transition into the Episcopal Church by attending a year of Anglican studies at an Episcopal Seminary.

We interviewed and recommended that Steve Turner enter the process of transition toward the Episcopal Church. He subsequently decided not to leave his present denomination.

Dwight Johnson, Teresa Lawrence, and Valerie Wright continue in a program of acquiring a year long residency in this Diocese under the supervision of a priest.

John Russell, approved two years ago, began his enrollment for one year in Anglican studies.

Albert Case was approved for a program of work and tutoring by the Diocese of South Carolina.

Several others were interviewed and given support by the Commission in their ministry as lay persons.

Under the excellent leadership of The Rev. Jim Cooke the subcommittee on the Diaconate has continued to develop its training through the Deacon School and present persons to the Commission for interviewing and testing. This year the Commission on Minsitry read the exams of the two deacon candidates.

As Chair I attended the Province IV Commission on Ministry meeting in Monteagle, Tennessee.

The Commission continues to work with our Bishop and Diocese in this process of presenting those men and women who are called by God and by His Church into the ordained ministry. We continue to use our draft of criteria for evaluating those who feel called.

As always, the work of this commission could not go forward without the superlative administration provided by Jane Wynne who continues to model maturity and efficiency for us.

Respectfully submitted,

The Rev. William J. Bradbury, Chair

CURSILLO

To the Bishop and the One Hundred and Eighth Annual Convention of the Diocese of East Carolina:

Cursillo in East Carolina held four "mini-course" renewal weekend conferences during 1990. All weekends were held at Trinity Center with between ninety and one hundred people attending each weekend. These weekend conferences begin on Thursday evening and conclude on Sunday afternoon.

Since Cursillo began in East Carolina, more than thirteen hundred Episcopalians from the Diocese of East Carolina have experienced a Cursillo weekend for the first time. In addition, as Cursillo has now become established in nearly every diocese in our National Church, we are having numbers of people come into our Cursillo community from all over the United States.

Cursillo in East Carolina sent a delegate to the National Cursillo Convention in 1990 for the first time in its history, and we hope to take advantage of some of the opportunities offered to us by the National Episcopal Cursillo.

During 1991 Cursillo in East Carolina will have three or four weekend conferences for Episcopalians experiencing Cursillo for the first time. In addition, a two-night overnight is planned for those Episcopalians who have been through a previous Cursillo weekend, and wish to join together to study and renew their fourth day activities. Also during 1991 we hope to have mini-conferences on subjects such as leadership, music, and sponsorship.

We invite all Episcopalians in the diocese to learn more about Cursillo by talking to your parish priest or anyone of us who have experienced a Cursillo weekend conference. Come join us in our effort to strengthen the life of our Christian community.

Respectfully submitted,

Walter C. Jones, Jr.
Lay Director

ECUMENICAL RELATIONS

To the Bishop and the One Hundred and Eighth Annual Convention of the Diocese of East Carolina:

While it is probably not possible to do much on a diocesan level to finally end the long and sad separation of Christians, it is possible to lay some groundwork for rebuilding trust in Christians of other traditions and to increase our understanding of their points of view. In sponsoring the yearly LARC Conference and in the other things we do, the Diocese of East Carolina seeks to prepare for that great day when, as Eucharistic Prayer D says, God will "reveal (the Church's) unity" for all to see visibly once more.

In 1990 we held the fifth LARC Conference for clergy and lay professionals at Trinity Center (November 27-28). The speaker was Timothy F. Sedgewick, Ph.D., Professor of Christian Ethics and Moral Theology at Seabury-Western Theological Seminary. The subject was AUTHORITY IN MORALS: CHRISTIAN IDENTITY AND ECCLESIAL DIFFERENCES. As in the past, bishops from the participating judicatories led discussion groups and responded to the speaker in a panel discussion at the end of the conference. The bishops attending this year's conference were The Most Rev. F. Joseph Gossman (Roman Catholic Diocese of Raleigh), The Rev. Michael McDaniel (North Carolina Synod--Evangelical Lutheran Church in America), and the Rt. Rev. Huntington Williams (Suffragan Bishop of the Episcopal Diocese of North Carolina). In all, sixty clergy and laity from the Episcopal, Roman Catholic, and Lutheran Churches attended.

I was prevented from attending the annual meeting of the Episcopal Diocesan Ecumenical Officers and the National Workshop on Christian Unity (held in Pittsburg in April 1990) by a last minute pastoral emergency. However, I was able to attend my first meeting of the North American Academy of Ecumenists in Washington, D.C. in September. The subject of that meeting was THE HOLY SPIRIT IN ECUMENICAL DIALOGUE.

I continue to serve as a member of the Executive Board of the North Carolina Council of Churches.

I am most grateful for the privilege of serving as Ecumenical Officer for the Diocese of East Carolina.

Respectfully submitted,

Fr. Robert T. Schriber

EPISCOPAL CHURCH WOMEN

To the Bishop and the One Hundred and Eighth Annual Convention of the Diocese of East Carolina:

Our Annual Meeting was held on May 2, 1990, at St. John's Episcopal Church in Wilmington, with about 150 people present.

We had 80 women attend a "retreat day" at Trinity Center on August 28th. Scott Evans spoke to us on some of the environmental problems facing us, their causes, and some solutions. Dr. John Costlow from the Duke Marine Lab in Beaufort, gave a slide presentation on coastal issues. Nancy Craig, Chairman of our Diocesan Hunger Commission, gave a talk on hunger in East Carolina. It was a very enlightening day, with many suggestions for individuals to help with all of these issues.

The long-time sayings that "the women are the backbone of the church" and "if you want something accomplished, give it to the women", most certainly seem to apply to the Church Women in the Diocese of East Carolina; whether they work through an organized ECW or individually. The Episcopal Church Women have a great impact on their communities as well as their parishes. A few of the areas in which our Church Women have served are by sending handicapped persons to camp at Trinity Center; by strongly supporting Project Angel Tree in prison ministry; by partly supporting a battered wife who had children; by purchasing a dishwasher for their parish so they could stop using disposable cups, glasses and plates; by paying the monthly hospital insurance premium for a seminarian from their parish; by supporting most of the community charitable organizations in our Diocese; and many, many more.

All of the Anglican Church Women around the world are concerned with environmental issues. The women of our Province and our Diocese have tried to make everyone aware of what can be done by individuals to save our planet. By not using styrofoam, by using recycled paper, and by conserving and protecting our waters, we can have an impact on the environment, and start learning to think in terms of conservation in all things in our daily lives.

It has been a great pleasure and has offered me tremendous spiritual growth to have had the opportunity to work with the Women in this Diocese as they share loving fellowship in serving our Lord and our fellowman.

They do indeed understand the mission of our church and accept their responsibilities as Christians.

Respectfully submitted,

Harriette W. Wagner, President

EVANGELISM AND RENEWAL

To the Bishop and the One Hundred and Eighth Annual Convention of the Diocese of East Carolina:

The function of the Commission on Evangelism and Renewal is to study, make recommendations to the Bishop, and implement ways by which the Episcopal Diocese of East Carolina might be better enabled to proclaim the good news of Jesus Christ to all people.

Persons serving on the commission during 1990 were: The Rev. Bob Beasley, Mrs. Patricia Chamberlain, Mrs. Beth Douglas, The Rev. Ed Dunlap, Mrs. Pat Henson, The Rev. Russell Johnson, Mrs. Jane Martin, Mrs. Jean Messner, Mrs. Ginny Shew, Mr. Don Skinner, Mr. Billy Smith, Mrs. Betsy Toomey, and Mr. Ollie Toomey.

In order to achieve the goal stated above, the commission has revised the steps outlined by the Executive Council of the Diocese several years ago to include the following:

(1) To grow 10% numerically in every parish by the end of 1992 through sharing the good news of Jesus Christ.
(2) By the end of 1991, we will have a minimum of 15 parishes involved in the current Evangelism project.
(3) By 1991, all parishes will have active, working committees on Evangelism.
(4) Recommendations for Cursillo and other conferences will be proposed in order to help participants integrate with local parishes.
(5) There will be an Evangelism/Renewal Conference each year of the nineties.

At Diocesan Convention last year, three resolutions were passed on the floor, building on the theme of the above - first, that we endorse the Decade of Evangelism and embrace wholeheartedly the challenge inherent in proclaiming the Good News of Jesus Christ; second, that each church establish an active, working commission on evangelism; and third, that each church adopt as a goal the achievement of ten percent numeral growth by the end of 1992, and that the percentage growth realized be included in the yearly statistical summary of the Journal.

Our major thrust for 1990 has been to monitor the progress of the Springfield model for parish evangelism and church growth, the two-year project undertaken by the Diocese in 1986 which involved five East Carolina volunteer congregations. Five new parishes: Christ Church, New

Bern; Holy Trinity, Fayetteville; St. Anne's, Jacksonville; St. Andrew's, Nags Head; and St. James, Shallotte; have now been brought on board with this process which asks for a team in each church to work in five areas: proclamation of the gospel, new member ministry, ministry with the lapsed, parish revitalization and spiritual direction, and community ministry.

On Sunday, December 2nd, 1990, we welcomed to St. Mary's, Kinston, the Reverend Dr. Terry Fullam, for a Celebration of Faith for the Decade of Evangelism.

In 1991, the members of our commission will continue to try to offer the Diocese a diverse number of ways by which our faith can be shared one with the other, and to bring on board five new parishes with the Springfield project.

Respectfully submitted,

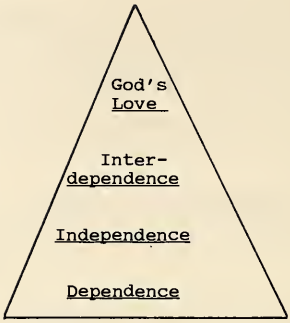
David M. Chamberlain, Chair

FAMILY MINISTRIES

To the Bishop and the One Hundred and Eighth Annual Convention of the Diocese of East Carolina:

Today families are often portrayed as "falling apart", while the strengths and resources of families are seldom mentioned American families have withstood massive societal changes in the past forty years, and yet families have to an amazing degree successfully adapted. If we reframe our definition of families from structural forms (father working, mother at home, etc.) to relationships (for example, fathers feeling free to cuddle their children), we may conclude that although families have changed and are changing, they are far from death. In fact, some authorities believe that we have shed superfluous definitions of families which enables us to discover and nurture underlying family strengths.

We might conclude that today's family has the potential for evolving into forms more in keeping with God's love for us. In the past, families tended to set up dependency relationships, but some modern families have moved into interdependency - where each member retains a sense of independent self-esteem, yet has learned that interdependent living is a higher, more satisfying style of life. Such interdependence in Christian terms would focus on God as the center of our families. This can be illustrated in a triangle with the peak of the triangle representing the highest level of family life:



The Family Ministries Commission in 1991 will emphasize family strengths. On November 22 - 23, 1991, a conference will be held at Trinity Center with the theme: Celebrating Families: Discovering and Nurturing Family Strengths. Leaders will be Harry Aponge, ACSW, an internationally recognized authority on families and family counseling and the Rt. Rev. Frank Vest, Bishop of the Diocese of Southern Virginia. The conference will be a time for learning and a time for planning how to discover and nurture family strengths throughout the Diocese of East Carolina.

Respectfully submitted,

Dr. John Y Powell
Chairman

GOOD SHEPHERD HOUSE

To the Bishop and the One Hundred and Eighth Annual Convention of the Diocese of East Carolina:

In 1983 several Episcopal Churches in Wilmington began a feeding program for the city's hungry citizens. The ministry was housed in the parish hall of the Church of the Good Shepherd and thus became known as the Good Shepherd Soup Kitchen. In February 1989 the Soup Kitchen expanded its hours and services in a newly constructed facility and was renamed Good Shepherd House.

Good Shepherd House is a day shelter which offers a variety of basic human services and advocacy programs. Services include:

- a safe house during the daytime
- breakfasts and lunches
- toilet facilities including showers
- clothing exchange
- barber services
- storage of personal belongings
- local phone use
- permanent address and mail pick-up
- literacy training
- job placement service
- temporary transportation to and from jobs
- nursing care
- court advocacy
- emergency financial aid

The Shelter works with a variety of local agencies to secure proper assistance for guests. These agencies include Legal Aid, Salvation Army, Cape Fear Rescue Mission, Traveler's Aid, Social Security Administration, Department of Social Services, GROW, Cape Fear Literacy Council, Southeastern Mental Health Center, Catholic Social Ministries, Mother Hubbard's Cupboard, Community Food Center, Employment Security Commission, Veteran's Administration, American Legion, and Disabled American Veterans.

Good Shepherd House is open Monday through Friday from 8:00 a.m. to 4:00 p.m. and Saturdays for lunch. The Shelter is staffed with a general director who is also the rector of the Church of the Good Shepherd, an administrative director, a job developer, and a food services director. Approximately 150 persons make up the volunteer staff.

Since opening in February 1989, Good Shepherd has averaged 78 guests per day in the Shelter while the kitchen has averaged 125 guests per day. The job program has secured over 1,150 temporary jobs and over 140 full-time positions for persons in need. The Shelter's Health Clinic on Thursdays sees an average of 10 persons. The guest population breaks down according to gender and race as follows:

85% male	65% African-American
15% female	33% Caucasian
	1% Native American
	1% Hispanic

Good Shepherd House's sponsoring organization has been since 1987 Episcopal Urban Ministries of Wilmington, NC, Inc. Because of the high level of commitment of local Episcopal Churches and the Diocese, Good Shepherd House has become a vital ministry for the entire community of New Hanover County. In fall 1990, in recognition of the need to become more broadly ecumenical in its organization, Episcopal Urban Ministries became Good Shepherd Ministries and thus began offering to churches of all denominations an equal opportunity to serve in an ecumenical religious community services organization.

In 1991 Good Shepherd House plans to open an annex which will house a program for the homeless mentally ill. With the aid of a U.T.O. grant of $19,000 plans are being made to purchase a small hosue which stands adjacent to the Shelter. This annex will house the Shelter's medical services especially two mental health professionals obtained through the local mental health center.

In 1991 Good Shepherd Ministries will continue to look for ways to alleviate the need for more night-time shelter. There is a need for a shelter which will supplement the Salvation Army's program. Transitional housing and beds for the most severe cases are needed.

Respectfully submitted,

The Rev. Burton Whiteside

HISTORIOGRAPHER'S REPORT

To the Bishop and the One Hundred and Eighth Annual Convention of the Diocese of East Carolina:

Accessions:

Old Map of the Diocese from Mrs. Frances Ingalls of Edenton, NC. It bears the name of Mr. B. B. Drane.

Framed Certificate of Donation by the Diocese from St. James Church, Ayden, NC given by St. Timothy's Church, Greenville, NC.

Journals, Magazines and newspapers of the National Church, of this Diocese and of other Dioceses and Organizations.

Additional items for the Archives Files of Parish Histories and Pictures.

Information Given to:

Miss A. Margaret Landis of Philadelphia, PA about St. Thomas Church, Bath, NC and Trinity Church, Chocowinity, NC.

Mr. George R. Reece, Mesa, AZ referring him to the Diocese of North Carolina for information about ancestors in Franklin and Granville Counties.

Mr. Frank Perry, Lilburn, GA about early churches in Craven County.

Meetings Attended:

The Diocesan Convention, Kinston, NC February 8-9. The service celebrating the One Hundred Fiftieth Anniversary of the Consecration of St. Thomas Church, Windsor, NC, November 11.

Respectfully submitted,

Lawrence F. Brewster, Historiographer

HUNGER COMMISSION

To the Bishop and the One Hundred and Eighth Annual Convention of the Diocese of East Carolina:

"I tell you, whenever you did this for one of the least important of these brothers of mine, you did it for me!"

Matthew 25:40

The purpose of the Hunger Commission is to raise the consciousness of the

Diocese to the continuing problem of hunger and poverty in East Carolina and to help congregations find ways to not only be involved in charity, but to have tangible relationships with people who are in need.

Persons serving on the Commission in 1990 were: Mrs. Debi Cavanuagh, The Rev. Tom Cure, The Rev. Ashley Hunt, The Rev. Maxine Maddox, Mrs. Joan Sabiston, Mrs. Harriett Wagner and Mr. Rudy Whitley.

We have spent this year building our commission and through retreat and discussion, laying ground work for an extensive survey in 1991. In this survey we will try to understand the greatest needs of the poor across our diocese. We plan to visit each region and meet with representatives from congregations as well as those working with the poor. If possible, we will try to meet some of the people directly affected by poverty.

While there is a lot of quality hunger ministry already taking place in our diocese, we hope our efforts will point to some of the gaps and also give a complete overview of all the ministries presently available. We are in the process of joining with the ECW to form a network and this will give us greater access to all parts of the diocese.

We will be giving each congregation two copies of an excellent booklet about poverty in the 41 coastal plains counties. They will be included in your convention packets and we urge you to study them. We will be using this booklet in our meetings across the diocese.

Many of you read the New York Times article this summer that called North Carolina a great paradox. It suggested that while tremendous strides have been made in booming areas like Charlotte, that as we move east beyond Durham and Raleigh, the outskirts of the Research Triangle give way to the desperate poverty of Eastern North Carolina. We live in an area that has counties with 25 to 30% of their families living below the poverty level. These are not strangers across the way, they are our neighbors. It is our bounden duty to reach out to them and therefore to our Lord.

The Hunger Commission asks for your prayers and support during 1991.

Respectfully submitted,

Nancy D. Craig, Chair

LAND STEWARDSHIP COUNCIL

To the Bishop and the One Hundred and Eighth Annual Convention of the Diocese of East Carolina:

The Land Stewardship Council will, in 1991, continue to bring the Council's ministry to the people of North Carolina by teaching, communicating and practicing the faithful stewardship of natural resources - air, land and water. Our most important aim is to find an interested individual (or individuals) in every congregation throughout our state,

and provide them with the encouragement, skills and support to carry out an effective program of education as it concerns all of our God-given natural resources.

Respectfully submitted,

Robert Mulder, President

LITURGICAL COMMISSION

To the Bishop and the One Hundred and Eighth Annual Convention of the Diocese of East Carolina:

We began our year planning and developing the liturgies for the 107th Convention of the Diocese held in Kinston, February 8-10. Special attention was given to developing a Diocesan Choir with singers from all over East Carolina.

In May the Liturgical Commission helped plan services for the Conference on Racism held in Wilmington for the area churches.

Our next major project was the 2nd Annual Conference on Church Music at Trinity Center, August 24-26. Some 115 persons from around the Diocese gathered and sang and lerned about church music from Mr. David Lynch, Keynoter, Chair of Meredith College Music Department and Organist and Choirmaster of Christ Church in Raleigh. The Conference ended with a celebration of Trinity Center Day at which some 600 people from around the Diocese celebrated the Eucharist at 11:00 a.m. on August 26 and heard the music provided by the huge Diocesan Choir. The event was followed by a lunch on the grounds and the dedication of the small indoor chapel named for Dame Julian of Norwich.

The Chair has worked with various persons planning ordination services and special parish events.

The Commission has met for one overnight at Trinity Center on November 16 and 17 to plan the services for the 108th Convention of the Diocese to be held in Wilmington. Again, a Diocesan choir will be assembled for the occasion.

The plans have been made for the 3rd Annual Conference on Church Music to be held at Trinity Center August 23-25. This year there will be two leaders: Ben Hutto, Organist and Choirmaster at Christ Church, Charlotte (our leader for our first conference) and we hope to have The Rev. Sue Reed from Indiana, Past President of the Association of Diocesan Liturgical and Music Commissions and Chaplain to the Association of Anglican Musicians. Philip Evancho of Craven Community College will offer a special workshop on voice training. Workshops will also be offered by various people from the Diocese. A special time will be given for music for small churches on Saturday after lunch. Our conference will begin

with lunch on Friday and run through Sunday. We feel this Music Conference is serving a very real need in our Diocese.

We will again have a celebration of Trinity Center Day on Sunday, August 25, and hope even more churches can come to participate in and enjoy this event as a Diocesan family.

Respectfully submitted,

Joseph W. Cooper, Chair

DEPARTMENT OF MISSION

To the Bishop and the One Hundred and Eighth Annual Convention of the Diocese of East Carolina:

The Department of Mission began the year with hearings on the first weekend in January. Requesting, and receiving financial assistance through this department, for 1990 were:

Good Shepherd, Wilmington and Episcopal Urban Ministries of Wilmington

Holy Trinity, Hampstead

St. Peter's, Sunbury; St. Mary's, Gatesville; and St. John's, Edenton

St. Christopher's, Elizabethtown

Ocracoke-Mission Exploration

St. James-the-Fisherman, Shallotte

Shepherd's Staff/Beaufort County Ministries

Total grants for 1990 amounted to $74,000 plus $10,000 set aside for a staff position, yet to be filled for the mission to Black Congregations. In addition to hearings, the Department met on March 20, May 15, September 28, and December 18 for regular meetings; August 24 and 25 for work on Area Study Evaluations, and November 2 and 3 to develop strategies to assist "Congregations at Risk". On July 17, the Rev. Jim Boyd announced at a called meeting his acceptance of a call to Salem, Oregon. Since the reorganization of the department in 1987, Jim had been a most capable, dedicated leader. Carolyn Duckett was asked by the Bishop to become chair upon his resignation.

The Area Studies begun in 1987 have been completed across the Diocese, and follow-up studies have begun. This major work has been completed with a great deal of work and cooperation by the 70 parishes involved.

The Small Parish Planning Conference was again held at Trinity Center, and all parishes receiving aid will attend that and the Stewardship Workshop in 1991.

Our major concerns at the end of 1990 were our Black Congregations and Congregations at Risk, and we are developing plans to address these issues in 1991. We are the Department of Mission - not missions-and seek to serve our Lord and the Diocese of East Carolina by enabling the move from Maintenance to Ministry. To help the Department call all congregations to accountability (as contained in our statement of purpose) we will introduce at this convention a form to be completed with the annual report addressing planning and goal setting in each parish.

Members of the Department of Mission at the end of 1990 were: Carolyn Duckett, Chair; Mae Butler, Harry Douglas, The Rev. Chip Marble, Assistant to the Bishop; The Rev. Jud Mayfield, The Rev. Josh MacKenzie, Bill Morris, The Rev. Ed Sharp, and Norma VanVeld.

Respectfully submitted,

Carolyn Duckett, Chair

DIOCESE OF EAST CAROLINA
MISSION STRATEGY

To the Bishop and the One Hundred and Eighth Annual Convention of the Diocese of East Carolina:

Jesus of Nazareth, Lord and Savior, calls his Church to carry out the mission which He began. That mission is outlined in the following passages from scripture:

> "The spirit of the Lord is upon me,
> because he has annointed me to
> preach good news to the poor.
> He has sent me to proclaim release
> to the captives and recovering of
> sight to the blind, to set at liberty
> those who are oppressed to proclaim the
> acceptable year of the Lord
> (Luke 4:18-19)
>
> And Jesus came and said to them, "all
> authority in heaven and on earth has been
> given to me. Go therefore and make disciples
> of all nations, baptizing them in the name of
> the Father and of the Son and of the Holy Spirit,
> teaching them to observe all that I have commanded
> you. . . . .
> (Matthew 23:18-20a)

The Church which was established by the Holy Spirit to continue the saving work of Jesus Christ exists in a world where pressures of economic survival and perceived irrelevancy of the Christian faith expressed in a traditional sacraments and liturgical worship, often cause the focus of mission to be downplayed if not eliminated. A Mission Strategy is an intentional process of opening the Church to the power of the Holy Spirit to revive, support and empower the work of mission to the world in a particular time and place. We embrace a mission strategy trusting that it emerges out of prayerful attention to the realities of life and reflection on our calling to be the servant people of God. Policy is the expression of our prayerful attention and reflection in a form that guides and directs actions.

With this in mind we intend to:

1. Provide an organizational structure for the Diocese that focuses on our mission of Servanthood.

2. Utilize leadership to enable people throughout the Diocese to discover and engage their servant ministries.

3. Continue to seek annual support from congregations for the diocesan program and budget.

4. Seek to support all congregations as needed following these guidelines and expectations.

Bishop Sanders calls our diocese to a vision of servant ministry:

> "We see our primary responsibility as that of becoming a community in which our lives are formed for service in the world . . . The Diocese of East Carolina . . . is a people called to have a vision of servant ministry . . . A Diocese can understand its ministry only to the extent that each individual congregation understands its ministry. A diocese is only as strong as each of its individual congregations. A diocese is only as alive as each of its individual congregations."

A. All congregations will:

1. Engage in an annual planning process to:

   a) determine its mission of servanthood in its present situation
   b) assess its present potential, and prospects for the short and long term (one year and three-five years)
   c) determine goals appropriate to the restated mission purpose and present resources
   d) develop strategies to implement the new goals
   e) submit simultaneously with the Parochial Report a statement of mission, goals, and accomplishments for the year.

B. The Diocese will provide trained personnel to assist congregations in the planning process by:

1. Recommending people already trained for this leadership.
2. Providing training for on-going leadership.

PARISH _____ CITY _____

1991 MISSION REPORT TO THE
109TH ANNUAL CONVENTION OF THE
DIOCESE OF EAST CAROLINA

1. Please write the mission statement for your parish:

   If you do not have a mission statement, please give a date by which your Vestry will develop one. _____

2. Did you have an overnight or full day session to dream, to plan, to set goals for this year? _____

3. What were your goals for 1991?

4. What have you accomplished this year with regard to these goals?

5. Did you use a consultant? _____Please name the consultant.

   _____

6. What help or resources have you requested from the diocese during 1991?

7. Have you set a date for a Vestry planning session for 1992?

   ____ Date _____

Prepared by: _____

Please use reverse as needed.

NEW BEGINNINGS

To the Bishop and the One Hundred and Eighth Annual Convention of the Diocese of East Carolina:

The New Beginnings board met February 3, 1990 in Goldsboro. Items discussed included the charter and staffing. The youth position of Program Coordinator for the weekend was established. Tommy Koonce of Fayetteville was chosen to serve for NB #5, Katie O'Neal of Wilmington would serve for NB #6, and Patrick Cantwell of Wilmington would serve for NB #7.

A successful New Beginnings #5 was held at Trinity Center the weekend of March 9-11, 1990. Staff arrival was Friday night, and participants arrived Saturday morning. The program concluded with a Eucharist held in the outdoor chapel on Sunday afternoon. Mike Pridgen served as the adult coordinator for the weekend, I served as registrar, and Tommy Koonce served as youth program coordinator. The Rev. Ed Dunlap of St. Francis, Goldsboro, was the Spiritual Director. Forty participants and 25 staff attended the weekend.

In the spring of 1991, upon Mike Pridgen indicating tht he would no longer be able to serve as the New Beginnings Coordinator, I was appointed to this position.

Preparations for New Beginnings #6 included working on the schedule for the weekend, making some changes in the program, preparing youth packet information, arranging for needed materials, and selecting staff. This was accomplished by several meetings with involved youth and adults, Carol Taylor (Youth Coordinator), and Chris Mason (Youth Commission Chairman).

The New Beginnings and Happening programs are working together, particularly regarding staff selection. A successful effort is being made to coordinate staff selection to assure inclusion of new staff members and that youth are not being asked to serve at both events in the same semester.

Although some changes in the weekend's schedule and program have been made, the focus of the weekend remains the same. I would anticipate change to be a norm as the weekend continues to develop. The New Beginnings board will meet in the spring to discuss needed changes. Their agenda will include program changes, revisions to the charter, and appointing key youth and adult leadership positions. The Youth Commission's philosophy of "shared leadership" is working well in other diocesan programs, and I look forward this approach in the New Beginnings program.

A successful New Beginnings #6 was held this fall at Trinity Center the weekend of November 16-17, 1990. An important change in the weekend was the use of the beach side conference space. This worked very well for us. Katie O'Neal served as the youth program coordinator, and Patrick Cantwell served as the observing program coordinator. The Rev. Chris Mason of St. Stephen's, Goldsboro, was the Spiritual Director. Thirty-three participants and 27 staff attended the weekend.

The program included youth and adult talks, "family" or small group meetings to respond to those talks, large group meetings to share with each other, a dance, a closing Eucharist, and other activities. I am continually impressed by the sincerity of the talks, the staff's relationship with our Lord, and by just how much these committed young people and adults really care for each other.

Through our Lord Jesus Christ, we are changing lives.

I will be most happy to meet with you to discuss the New Beginnings program. Any concerns you may have or suggestions you may wish to offer are welcome.

Respectfully submitted,

W. Powell Bland, Jr.
New Beginnings Coordinator

PRISON COMMISSION

To the Bishop and the One Hundred and Eighth Annual Convention of the Diocese of East Carolina:

Angel Tree, a program to bring gifts to the children of inmates, continues to be a significant part of our Diocese's prison program. In 1990, twenty-seven parishes gave gifts to 762 children of 444 inmates. This is a Prison Fellowship supervised program and the Commission is grateful for the presence of the Rev. David Haley of Prison Fellowship on our Board. This program has brought more people in contact with inmate families who are often "sentenced" along with the inmate.

This year we began supporting, through donations to North Carolina Yokefellows, a Yokefellow trainer for the Eastern North Carolina area in the person of Mr. Ollie Toomey. When trained, he will visit all the prisons in our Diocese, training Yokefellow volunteers and aiding in the recruitment of Episcopal participants. Yokefellows offers inmates an opportunity to meet in small groups (usually one on one) with an outsider and talk about his life and to examine God's love and concern for him.

The Commission sponsored a successful conference for the Eastern Area Prison Superintendents, October, 1990, led by The Rev. Joseph Dunlap. The conference allowed the superintendents to meet on an informal, friendly basis, with no work related agenda. All participants rated the conference very highly. The conference improved our Diocese's relationship with the prison system and should make them more receptive to our volunteers.

Following our previous practice, commission funds were allotted for chapel building programs, Christmas programs, and families in crisis.

Respectfully submitted,

Deacon William Ray

PROGRAM GROUP

To the Bishop and the One Hundred and Eighth Annual Convention of the Diocese of East Carolina:

The Program Group met quarterly during 1990 including an overnight session at Trinity Center July 29-30. The purpose of the overnight session was to take more time to reflect on the various programs for the diocese, to evaluate, and plan for 1991. The results of that session called for bringing program support closer to the parishes through area meetings and consultations at the parish level. It was also felt that we as a diocesan family needed to celebrate what has been accomplished over the past seven years. To this end, the theme for our Diocesan Convention has been focused on celebration: "To Celebrate and Rededicate Our Life Together In Christ".

The Program Group has set April 20, 1991 as the date for our first one day area meeting. While it will be open to the rest of the diocese, it is being specifically offered for parishes in the Cape Fear Area. The session will offer workshops in various areas of programming in an effort to support parishes in their local mission and ministry. Three other area meetings will be scheduled during 1991 if the Cape Fear experience is successful.

Attached to this report is a list of the many groups and program areas seeking to serve our parishes. Clergy, wardens, and parish leaders are encouraged to contact the chairperson if assistance or consultation is needed.

We continue to give thanks for the many volunteer hours given by clergy and lay persons as they seek to support and serve the parishes which make up our diocesan family.

Respectfully submitted,

The Rev. A. C. Marble, Jr., Coordinator

RESOURCE CENTER

To the Bishop and the One Hundred and Eighth Annual Convention of the Diocese of East Carolina:

The Anne Henrich Resource Center loaned over 200 different types of media to the churches in the diocese in 1990. The center was displayed and made available for loans at the Diocesan Convention in Kinston, the Christian Education Conference in June and the Adults Who Work With Youth Conference in November both at Trinity. Several churches borrowed curriculums in order to find something for their churches. There have been over 20 new videos purchased this year for use in the parishes. There has not been a supplement to advertise these but always feel free to call and ask what is new. The purchase of some of The Rev. Terry Fullam audio tapes has been made recently and are now available. Please remember the Resource Center when you are making plans during the year and call to see if we can help you find something.

Respectfully submitted,

Holly Mason

STANDING COMMITTEE

To the Bishop and the One Hundred and Eighth Annual Convention of the Diocese of East Carolina:

Met at Convention February 10, 1990 and elected Rev. G. Edward Dunlap, President; Rev. Josh MacKenzie, Vice President; and Mrs. Ruth Woodley, Secretary.

Approved the following elections to the Office of Bishop:

The Rev. Huntington Williams, Jr., Suffragan Bishop of the Diocese of North Carolina.

The Rev. William Jerry Winterrowd, Bishop of the Diocese of Colorado.

The Rev. Steven Charleston, Bishop of the Diocese of Alaska.

The Rev. William Walter Wiedrich, Suffragan Bishop of the Diocese of Chicago.

The Rev. Hays H. Rockwell, Bishop Coadjutor of the Diocese of Missouri.

The Rev. Richard Lester Shimpfky, Bishop Coadjutor of the Diocese of El Camino Real.

The Rt. Rev. Ronald Hayward Haines, Bishop of the Diocese of Washington.

The Rev. John Stuart Thornton, Bishop of the Diocese of Idaho.

The Rev. Chester Lovelle Talton, Suffragan Bishop of the Diocese of Los Angeles.

The Rev. Frank Jeffery Terry, Bishop Coadjutor of the Diocese of Spokane.

Approved the site for the 1991 Diocesan Convention to be held in Wilmington, NC February 7, 8, and 9, 1991.

Approved for Ordination to the Sacred Order of Deacon:
Jeremiah Day
Herbert W. Plimpton, Jr.
Sarah Krantz
Maxine Maddox

Aproved for Ordination to the Sacred Order of Priest:
Jeremiah Day
Herbert W. Plimpton, Jr.
Sarah Krantz
Maxine Maddox
John David vanDooren

Approved for Candidacy:
Joann Bell
R.C. West

Respectfully submitted,

G. Edward Dunlap, President

STEWARDSHIP COMMITTEE

To the Bishop and the One Hundred and Eighth Annual Convention of the Diocese of East Carolina:

1990 was a good year for stewardship but frustrations and disappointments continue to abound. Allow me to first list the accomplishments.

1) We offered visitors to every church in the Diocese. Visitors were well trained and did an excellent job everywhere they were involved. I thank both the visitors for their time and effort in this part of our program and those churches that received them warmly.

2) An all-day training session was held at St. Mary's, Kinston for Stewardship and EMC Chairperson. As you know, the Bishop called on every church to have an Every Member Canvass and to train 25% of the congregation as callers. This session was planned to train the churches to do this. The Rev. Bob Bonner of the National Church conducted this session. Forty churches were represented at the meeting and reports were that the meeting was most helpful.

3) Six area meetings were held across the Diocese as a kick-off to fall stewardship efforts. These meetings were billed as a meeting with the Bishop. Unfortunately, the Bishop was unable to attend. The Rev. A. C. Marble, Jr. and I tried to substitute for him. While we didn't accomplish this, we did hold the meetings with over 400 in attendance.

4) We continue to decrease our use of Foundation money $20,000 per year so that by 1993, we will depend entirely on pledges for the budget of of the Diocese. This means we continue to increase funds available for Creative Stewardship Grants.

Our frustrations and disappointments are caused by those churches that fail or refuse to make stewardship the main work of the church. Regardless of what is offered, there are clergy and churches that don't take part. They are the same churches who fail to increase pledges to the Diocese. They are the same churches whose stewardship of their own members fails to keep up with others in the Diocese. We continually urge, plead, and beg participation and are constantly turned down or ignored.

Thank God for those churches who see and understand their mission beyond themselves. We pray that all the churches of this Diocese will assume their responsibility to reach out, in His name, to all those around us.

I want to personally thank all those members of the Stewardship Committee that have worked long and hard to truly make stewardship the main work of this Diocese. They have responded, without hesitation, whenever called on regardless of the inconvenience or task.

Respectfully submitted,

Clarence Leary, Jr.
Chairman

THOMPSON CHILDREN'S HOME

To the Bishop and the One Hundred and Eighth Annual Convention of the Diocese of East Carolina:

The story of Thompson Children's Home is one of hope and love, a story made of building lives. But Thompson's story is sad, too. We would not exist at all were it not for some of society's worst ills, visited on its most innocent victims:

A brother and two sisters left on their own for weeks at a time.

An eight year old boy whose home is wherever he spends the night: an old car, a condemned house, the street.

Children brutally beaten and sexually abused to the point they become emotionally unstable.

Some children from homes like yours and mine, but whose families have become dysfunctional. Divorce, alcoholism, drug abuse, financial stress--the causes are as many as the children themselves.

These children need ongoing daily care; they need the love of parenting, caring people. They need soft but firm discipline. They need help with their schoolwork, with their developmental skills. They need food, clothing and shelter.

Many of them have been moved numerous times from place to place, and then finally to Thompson. They have usually suffered tremendous rejection and have low self-esteem. Our job is to rebuild their broken lives, to teach them love and trust, and faith in a loving God.

The orphanage many of us knew years ago is gone forever, swallowed up by these newer diseases of neglect, abuse, and abandonment. Perhaps an alumnus said it best: "Thompson no longer serves children orphaned by the DEATH of their parents. The children today are usually orphaned by the BEHAVIOR of their parents."

We have been flexible in changing to meet the current, most pressing needs of children and families. But in essence, little has changed in our 100-plus years of history. Thompson still serves beautiful children. Precious children. Children in need.

To respond to the new needs of children in North Carolina, Thompson now operates child care programs on two campuses. In Charlotte, we offer residential treatment for emotionally disturbed boys and girls ages five to twelve. We offer afterschool and summer day camp programs for children whose parents work outside the home and weekend respite care for mentally retarded youth and young adults. In addition, Thompson operates a group home in Goldsboro for preteen and teenage boys.

* * *

In 1990, Thompson served a total of 225 children and families, a 25% increase over recent years.

The year has seen major program changes:

--New Program Director Steve Sally implemented 24 hour awake coverage in three cottages on our Charlotte campus and new staffing patterns on both the Charlotte and Goldsboro campuses.

--There is now a comprehensive treatment plan for each child in our care, carefully monitored by a treatment team of professional staff.

--The recreation program has been expanded to include more planned activities after school. There is a new Thompson basketball team called the Tigers, new crocheting and art classes.

--Religious training remains an integral part of the children's healing process. St. Clare's Church (which worships in Thompson's Chapel of the Holy Family) and Thompson have joined together to search for a priest who can serve as rector for St. Clare's and chaplain for Thompson children and

their families. Representing Thompson on the Search Committee are Charlotteans Ann Elliot (St. Martin's), The Rev. Henry Parsley (Christ Church), Julie Keith (St. Peter's), Henry Pharr (St. John's) and William B. Moore, Thompson's Executive Director.

--Thompson has also become more active in the North Carolina Child Care Association. And, there has been increased emphasis on staff training in crisis intervention and other specialized services to troubled children.

Volunteer recruitment and involvement were high priorities in 1990. Our volunteers spend time one-on-one with the children, help with special events and gather in-kind contributions such as Campbell soup labels, canned goods and clothing.

In the summer, Christ Church-Raleigh issued a challenge grant of $16,840 which allowed Thompson to begin refurbishing its 20 year old Charlotte facilities. Painting in the cottages has been completed, and new furniture for the children's bedrooms is on the way. The new Bishop Thomas A. Fraser Activities Field is near completion.

Thompson remains committed to meeting the needs of our state's children. Ted Rast (St. John's-Charlotte) leads a Long Range Planning Committee of our Board which is working to assess child care needs in North Carolina and to determine how Thompson can help meet these needs.

We are limited only by the funds available to us. In 1990, voluntary giving accounted for 36% of our budget. This is, of course, a very volatile source of income. Due to the uncertainty of today's economy, we have already cut expenses; but any further retrenchment will require a cutback in services. Yet, according to the North Carolina Advocacy Institute, 10,000 children are on a waiting list for admission to agencies like Thompson.

Some things at Thompson remain unchanged. For 20 years our main campus has been located at 6801 St. Peter's Lane in Charlotte. We will serve children from across the state. They are referred to us by county departments of social services, mental health facilities, schools and churches. Sometimes families themselves are able to ask for help. We continue to search for excellence in all we do.

We are still a ministry of the Episcopal Church in North Carolina. Thompson is still a place where a child who thinks he can't do anything right, can. It's a place for contributors, volunteers, staff and children to come together to build a future, one child at a time. It's a place where hard work on difficult problems gives a sense of accomplishment. It's a place for losing and trying again. A place where small gains are big victories. A place for knowing the genuine love that comes from the hearts of friends and supporters.

So much has changed at Thompson, and yet so little.

Respectfully submitted,

William Moore

TRINITY CENTER
REPORT OF THE INTERIM DIRECTOR - 1990

To the Bishop and the One Hundred and Eighth Annual Convention of the Diocese of East Carolina:

Your Diocesan Camp and Conference Center completed its fourth year of steady growth and service to the Diocesan Family on August 27, 1990 with the celebration of Trinity Day. A service of Holy Eucharist with Bishop Sanders as Celebrant was held at the Centrum with almost 500 people in attendance along with a choir of some 90 voices providing superb choral support. This, it seems to us, is a first step toward maturity as Trinity Center begins to fulfill its potential not just to the Diocese but also to the many and varied non-religious organizations that now come for spiritual reflection, study, training or just plain relaxation. Your Interim Director does not enjoy such a step toward maturity on the job having been in place less than three months at the time this is being written. Nevertheless, he can report to you the accomplishments of a dedicated and competent staff often working under difficult conditions and under great pressure. Please support Trinity Center by using it often. Our Lord has ordained it as a place of special beauty where the Holy Spirit abounds.

During 1990 we greeted 310 groups and served them 60,934 meals. This resulted in a 29% growth in income during the year as 9,082 people including 540 campers took part in a wide variety of events and conferences. Of our total groups attending 107 were from this Diocese and 203 were from churches and organizations outside the Diocese. There is still a long way to go in our marketing efforts to maximize occupancy, minimize "no-shows" and generally make this magnificent facility reach maximum utilization and complete non-profit self-sufficiency. We will concentrate on this in 1991 as well as the completion of a major project now well underway under the able guidance of Mike Morgan, our maintenance expert. This project is designed to regularize and codify all procedures with emphasis on preventive maintenance and keeping Trinity Center in mint condition. The staff is committed to offering first class service in a facility that is well maintained and kept meticulously clean.

Your Interim Director looks forward to turning the Center over to the qualified professional who will succeed him. With emphasis on marketing, maintenance and quality food service, we are confident that Trinity Center will rise to new heights of utilization, service and efficiency in the years ahead. Please help us keep going at maximum capacity during weekdays when our occupancy tends to be low especially during the winter months by telling your friends and business acquaintances about us. A call to Jacque Mason at (919) 247-5600 is all that is necessary for superb booking service.

Respectfully submitted,

Channing Daniel

TRINITY CENTER

To the Bishop and the One Hundred and Eighth Annual Convention of the Diocese of East Carolina:

This has been a year of change and development for Trinity Center and for its Board of Directors. At the beginning of the year we began again to look at the occupancy rate for the Center. The Conference Center has operated at about 43% occupancy rate and the Camp at about 38% during 1990. It is the commitment of the board to see the Center operating at a level which will provide the income necessary to pay for the large maintenance expenses of property exposed to the elements of the ocean and to keep the rates at a level that can be reached by our children and other guests. This means that our occupancy rates must be increased. It has long been our belief that marketing is the key to increased use, especially for mid-week use. The lack of marketing and the concern over management goals encouraged the board to seek a consultant to help us look at the total operation.

After conversation with the Diocese of North Carolina, who shared the same concerns with their camp facility at Brown Summit, we contacted Dr. Duane D. Daggett of the J.A. Walker College of Business at Appalachian State University in Boone, North Carolina. A retired executive from R. J. Reynolds Industries, Inc. and Beatrice Companies, Inc., Dr. Daggett, as Executive in Residence at the Department of Management, agreed to meet with the board and help us determine our direction. After a study of our facility and its potential for ministry, the Board of Managers came to the conclusion that we must move more strongly into the area of marketing. This decision required a change in management. We are, at the present time, receiving applications for a new Executive Director. This director will be required to have strong skills in the areas of finance, marketing and personnel. The director must also have an appreciation for our primary goal of ministry in the Diocese of East Carolina. Until the new director is in place Mr. Chan Daniel of Wilmington is operating as the Interim Director.

The study also indicated a need to restructure our Board of Managers. To meet that need we began to meet on a monthly basis and reordered our committees. During this year our Personnel Committee was chaired by Mr. Carl Ragsdale of Jacksonville. Mr. Ragsdale and his committee have developed a salary structure for the center and begun work on a retirement program. Mr. Frank Wakefield of Hampstead has taken the chair of the Finance Committee, and that committee has developed our 1991 budget and begun work on per day costs to the center for each guest. Mr. Mike Morgan of Hampstead is developing a maintenance program for the Center, including an energy control system. These people and their committees have spent many hours over this year to make sure that your center is being properly managed.

No yearly report would be complete without a thanks to the staff at the Center. Any of you who have visited know the warmth and concern expressed by Jacque Mason, the group Coordinator, and the wonderful meals provided by Myrtle Tucker and Johnnie Weatherington, the management of the office by JoAnn Bowers and the maintenance crew under the leadership of Mike

Morris. The devotion and hard work of these key people make our Center a true home for the Diocese.

And finally to your Board of Managers. I give them my personal thanks. Their interest and willingness to meet each month in their work on your behalf have made the task of the chair very simple. I hope you know how blessed you are to have such loyal people taking the responsibility for the operation of your camp and conference center. With this convention we will say goodby to three of our most experienced and hardest working members. Mr. Waverly Broadwell, Mr. Clarence Leary, Jr., and Mrs. Caronell Chestnut rotate from the board after many years of devoted work. We shall miss them and are comforted by the knowledge that they continue to pray for us.

To you my Bishop, I thank you for the opportunity to serve this year as chair of this wonderful group of people who are so supportive of your vision for the adults and youth of the Diocese of East Carolina.

Respectfully submitted,

C. Phillip Craig, Sr.
Chairperson

COMMITTEE ON THE DIACONATE

To the Bishop and the One Hundred and Eighth Annual Convention of the Diocese of East Carolina:

The Committee on the Diaconate is a standing subcommittee of the Commission on Ministry and reports to the Commission and the Bishop. Committee membership consists of three Deacons, three Lay Persons, and three Priests, all of whom serve staggered three year terms. The Chairman serves at the pleasure of the Bishop and the Assistant to the Bishop for Program and Ministry serves as ex-officio.

Among the purposes of the Committee are to operate a diocesan School for Deacons, manage in conjunction with the Commission on Ministry the process for persons seeking ordination as Deacons, and offer continuing education opportunities for the Deacons of the Diocese. During 1990 two persons completed the required two-year classroom phase of the School for Deacons, successfully passed their Canonical Examinations, and entered the supervised Practicum phase of their preparation for ordination.

Two persons completed the first year classroom work and the first semester of the second year. There were insufficient applications for a new class in the fall of 1990.

During 1990 a revised brochure describing the Diaconate in East Carolina was printed and will be distributed in early 1991. A Christian Communications Workshop was also offered for Deacons as a continuing education event.

There are presently eleven Deacons serving in a variety of servant ministries in East Carolina. Anyone interested in learning more about this ordained ministry may contact the Office of the Bishop in Kinston or the Chairman.

Respectfully submitted,

The Rev. James C. Cooke, Jr.
Chairman

YOUTH MINISTRIES COMMISSION

To the Bishop and the One Hundred and Eighth Annual Convention of the Diocese of East Carolina:

1990 was another banner year for the Youth Ministries Commission with record numbers of youth and adults participating in a nine month program of events. The Youth Commission continues to seek to offer the highest quality youth events possible given the resources at our disposal and offer a varied program for all ages, including two New Beginnings for Junior-highers and two Happenings for Senior-highers, an Adults Who Work With Youth Training Conference, a Diocesan Senior High Event in the fall, a Diocesan Junior-high Event in the Spring, and a Youth Convention in the winter. There was an additional youth advisors training workshop last spring as well as a large contingent of East Carolina youth and adults who attended the Winterlight at Kanuga conference over the Christmas holidays. All of these events were very successful and very well attended.

The Youth Commission, composed of youth and adults from throughout the diocese plan and execute these conference offerings and we are most fortunate and blessed to have dedicated and talented people working in this program. Without their efforts the youth ministry program of the diocese would not exist. These people deserve our recognition and support:

The Rev. Chris Mason--Chairman, Youth Commission
The Rev. Robert Alves--Priest Advisor
Carol Taylor--Youth Ministries Coordinator
Powell Bland--New Beginnings Coordinator & Sr. DYE Co-Coordinator
Cookie Cantwell--Happening Lay Director & AWWWY Coordinator
Holly Mason--Sr. DYE Co-Coordinator
Missie Harrell--Youth Convention Coordinator and CYC*
Susan and Rhys Kear--Jr. DYE Coordinators
Carol Hicks--CYC*
Susan Sprouse--CYC*
Renee Willis--CYC*
Jamie Tyndall--Audio Visual/Equipment Coordinator & Newsletter
Kay Swindell-Growth-in-Christ Coordinator for Happening
*Convocational Youth Coordinator

The youth program of the diocese has experienced tremendous growth in a short period of time over the past five years. Growth is not without its

problems and we are striving to anticipate those by providing training for key youth leaders as well as looking very closely at our diocesan youth structure with possible changes in the future. As always successful and popular programs such as the youth program requires commitments of time, money, and support from a vast number of people. In these times of limited resources and ever increasing demands from a wide range of diocesan programs the youth program of the diocese continues to need the support of the diocesan family of East Carolina.

Respectfully submitted,

Christopher P. Mason

KANUGA CONFERENCE CENTER

To the Bishop and the One Hundred and Eighth Annual Diocesan Convention of the Diocese of East Carolina:

An early high point of the year just past came in March when Kanuga hosted the second annual Bowen Conference entitled Christ for a New Century, officially proclaimed by Presiding Bishop Browning the opening event in the Episcopal Church's Decade of Evangelism. That conference brought 425 persons from virtually every state and several foreign countries for a four-day period of inspiration and challenge for the ten-year task which lies head. The Presiding Bishop and many others called it an overwhelming success.

That program, however, was only the beginning of an outstanding conference schedule at Kanuga in 1990. Other keynoters included Bishop FitzSimons Allison for the Lenten Retreat, the 101st Archbishop of Canterbury, Lord Donald Coggan, author Madeline L'Engle, Michael Marshall and David Collins.

Again in 1990 the Episcopal Women of the Province and the Provincial Synod chose Kanuga for their early-summer meetings.

Those programs combined with another successful summer season at Camp Kanuga, good attendance at Guest Periods, and increasing numbers of client groups (including the ever popular Parish Family Weekends), brought perhaps 24,000 people to Kanuga.

One major program development was the expanded camp session for Homeless Children. Previously Kanuga had offered May and August Friday-supper through Sunday-lunch weekends for children from Atlanta's homeless shelters. In 1990 the two weekends were combined into one five-day session in August which transformed a weekend into a realistic camping session, including the opportunity for each child to spend one night at one of Kanuga's outpost camps. In addition to Atlanta, children also came from Charleston.

For this program, Kanuga donates one-half of the cost, and Kanuga staff

members assist interested persons and parishes to raise the balance necessary in the participating cities.

Building projects completed in 1990 were the addition of the Colhoun Room and Michal Patio on the north side of the gymnasium, the renovating, insulating and heating of the men's summer staff dormitory, now named Harold House, and the moving of a four bedroom cottage from Hendersonville to Kanuga. Now in place, renovated, furnished, and painted, it has been named the Lucia Fox Cottage, honoring the project's principal benefactor.

The Colhoun Room and Michal Patio honor the Rev. E. Dudley Colhoun, rector of St. Paul's Church, Winston-Salem, and the late David Michal, a former warden of the parish. Harold House and the Lucia Fox Cottage will be used for summer staff members from June through August and for guests the other nine months of each year. Combined, they increase Kanuga's fall through spring capacity by thirty persons.

The 1991 conference offerings promise to be as vital as last year's. Making Room at the Inn; the Church Confronts Homelessness will be the Bowen Conference and is scheduled for February 27-March 1. It will be quickly followed by God's Planet Earth, April 14-18 which will be an important statement on our care for the environment.

Later in the year, the Moral Development Symposium, scheduled for July 6-13, 1991, will deal with the responsibility and the opportunity to teach ethics in schools ranging from elementary through high school. It is a second step for two previous Kanuga conferences, 1987's Faith Development Symposium, for children birth to age six, and 1989's Connecting Sunday and Monday, which dealt with ethics in business and professional life. For the first time academic credit will be offered for a Kanuga-sponsored conference. Credit ranging from one to three graduate hours will be available through Furman University, Greenville, SC.

While Kanuga is being called increasingly to serve our Church on a national basis, we are committed to remain true to you, the people, parishes, and dioceses of the Carolinas and the southeast which have been faithful program participants and financial supporters through Kanuga's sixty-two years as an Episcopal Center. We pledge to you the same quality programs, the familiar Kanuga intimacy, and the warm, caring hospitality you have come to expect.

We are grateful to the Diocese of East Carolina for the service of the Rt. Rev. B. Sidney Sanders and Dr. Charles L. Garrett on Kanuga's Board of Directors.

Members of the Board of Visitors from East Carolina are Mr. and Mrs. Charles vonRosenberg of Fayetteville; Dr. and Mrs. Charles L. Garrett of Jacksonville; Mr. and Mrs. William S. Page of Kinston; Mr. and Mrs. Walter S. Colton, The Rt. Rev. and Mrs. Hunley Elebash, and Mrs. Francis A. Yarborough of Wilmington.

To the Bishop and the One Hundred and Eighth Annual Convention of the Diocese of East Carolina:

We have just received a report from the auditors that the College has completed the fiscal year in the Black. This is the twenty-fourth consecutive year that we have been able to complete the fiscal year without a deficit. We are certainly proud of that accomplishment.

As we begin the academic year 1990-91 our enrollment is the highest in our history--approximately 1900 students. Fortunately, the number of applicants to Saint Augustine's College is rapidly increasing. We received 3,000 application for 650 spaces. This allowed us to be quite selective and hence our freshmen class has the highest S.A.T. scores of any entering class in our history. We are now the fourth largest College within the United Negro Scholarship fund.

Last year the Board of Trustees ratified my decision to add the position of provost to our administration staff. The Board approved my nomination of Dr. Robert E. Bridges, a Saint Augustine's graduate, who recently retired as Superintendent of the Wake County School System. Dr. Bridges has the educational and administrative skills to assist us as we continue our quest for academic excellence.

The Business department is the largest division in the College and thus we were pleased when the United States Department of Education granted us a loan to renovate Chesire Hall. Our contractors have indicated that the building will be completed in time for the second semester. The facility will include state of the arts equipment. We now have the facilities, equipment, and the faculty to compete successfully in the market place. Saint Augustine's College has been selected by Bristol-Myers Products as the institution by which to begin a special relationship for the purpose of improving the Colleges' curriculum and educational programs, this augers well for Saint Augustine's College.

I am delighted to inform you that we have completed the restoration of a historic Chapel at a cost of two hundred and fifty thousand dollars ($250,000). However, we must continue to generate funds to pay back the loan which we borrowed to restore the Chapel. Most foundations will not contribute to a denominational church. As you are aware, the Chapel at Saint Augustine's College is a mission of the Diocese of North Carolina.

The College has begun a Renaissance Fund Campaign. We want to be sure that we are prepared for the twenty-first century. We have concluded that minimally, academically and physically, we must raise at least seven million dollars ($17,000,000) for the following purposes:

- Endowed Distinguished Professorship
- Endowed Student Scholarships
- An Honors College
- Student Activities Health Center
- Renovating and Equipping the Penick Hall of Science

The entire College family is excited about our future and we are grateful for the support received from Bishop Sanders, the Diocese of East Carolina, and the many Churches within the Diocese. We solicit your continued support and your prayers.

God bless you!

Respectfully submitted,

Prezell R. Robinson
President

SAINT MARY'S COLLEGE

To the Bishop and the One Hundred and Eighth Annual Convention of the Diocese of East Carolina:

Time becomes more precious as we age--a reality not only for individuals but for institutions as well. 1990 brings us to the brink of not only our sesquicentennial in the 1991-92 school year, but also ever closer to our third century of educating women.

These landmarks of durability, in a rapidly changing world, have given us the opportunity to explore questions about Saint Mary's future. Conversations with faculty, staff, students, alumnae, and the ubiquitous consultants have led us to affirm the viability of our original mission: the liberal arts education of women in a setting which develops mind, body, and spirit. Our commitment to the liberal arts, to women, and to spiritual development remains unchanged; if anything, it has been strengthened.

It would not be enough for us to feel confident of our educational mission and institutional purposes if we could not attract young women students. This year, every bed was filled on opening day, which encourages us greatly! We look expectantly at the Episcopal church to make congregations aware of Saint Mary's, and to promote the college to prospective students. It seems that every year we have more experienced acolytes, a good sign of Episcopal support!

Our academic mission is the foundation of Saint Mary's; a top faculty whose primary focus is teaching, small classes, an ever-improving counseling and guidance staff--all of these signal this priority. Learning is not only of the mind, so we continue to require that our students attend chapel services. We feel that the liturgy of the Episcopal Church and its ethos of inquiry are valued dimensions of Saint Mary's heritage. The leadership development opportunities provided by our all-student Vestry, with its responsibilities for acolytes, readers, altar guild, volunteer placements, and service programs, are an important part of what it means to us to be the only Episcopal women's college in the United States.

Durability and flexibility, stability and creativity--these are the combinations which are possible at Saint Mary's. Our roots are deep, our flowering is within many of your congregations, and we nurture blooms of the future. We greet change without apprehension, finding truth in the closing verse of our School Hymn:

> We change but Thou are still the same,
> The same Good Master, Teacher, Friend,
> We change, but Lord, we bear Thy name,
> To journey with it to the end.

Respectfully submitted,

The Rev. Janet C. Watrous

COURTESY RESOLUTION

BE IT RESOLVED, that the 108th Annual Convention of the Diocese of East Carolina expresses gratitude to the Rev. Robert Cook, Rector of St. James, Wilmington, and our hosts, the Episcopal Development Commission of the Lower Cape Fear.

We give thanks for the gifts of music and the joy of liturgies. We are grateful to Mr. Sam Burke, Convention Music Director, Mr. David Durkop, Organist, the Brass Ensemble from the North Carolina School of the Arts, the combined choir of the host parishes and the Convention Choir. We also express gratitude to Rev. Joe Cooper and the Commission on Liturgy, the Altar Guild Coordinators of St. James Church, St. Paul's Church, and St. John's Church all of Wilmington, and to the people of St. James Church for the gracious reception and refreshments.

We give thanks for our own Bishop Sanders, our two retired bishops: The Rt. Rev. Hunley Elebash and The Rt. Rev. Thomas Wright, and for the presence of the Rt. Rev. Charles Keyser, Bishop of the Armed Forces who recalled us all to the truè light of Christ shining at every threshold of human life experience.

Most especially, we give thanks to Bishop Sanders for his leadership that has given us so much to celebrate as well as for his reminder that the uncertainty in the world today is not an excuse to slacken our dedication to Christ.

May we all continue to celebrate as we rededicate our lives to Christ.

Respectfully submitted,

Courtesy Committee

RESPONSE TO THE BISHOP'S ADDRESS

We respond to your address with gratitude to Almighty God that you are our chief shepherd, and gratitude for your courage in the face of disinterest. We are invited to gather this year to celebrate and rededicate our life together in Christ. We celebrate God's lavish gifts to us, the blessings of things and people which have enriched our life together, and the reality that God has been more than faithful. We are now challenged to rededicate as you call us to costly discipleship as the faithful response to our Baptismal promises. We are grateful for your leadership which challenges our apathy and offers us new hope which may yet redeem our lack of commitment.

Yet another year and we are offered yet another stewardship plea from you. Last year you asked us, begged us, to take our stewardship very, very seriously. You gave us godly counsel about the strategy we ought all to use, time-tested, appropriate strategies which would not make it necessary for you to come again, in 1991, begging for the resources for our survival for yet another year. In fact, you warned us that the program cuts for 1990 could still be made in such a way so as not to cripple them. But, you warned us, "IT CANNOT BE DONE AGAIN." You made dire predictions for 1991 if the necessary response was not forthcoming.

Now 1991 has come and the predictions are coming true. In the first instance, fully 50% of the Parishes in the Diocese did not submit their financial projections for their support of the Diocese in time for the Finance Committee of Executive Council to hold their scheduled meeting. The meeting was postponed while you, and we all, waited for a response. After repeated pleas these data were finally in hand, or at least enough data on which to make a projection. But the picture was so bleak that you were compelled to send a letter to every Parish in the Diocese, begging consideration of an additional pledge to support the programs of the Diocese for 1991. In the conclusion of this letter you, our Bishop, in addition to expressing your embarrassment that we are in this predicament, projected continued unhappy forecasts for the years ahead, even if the gap is closed in the proposed 1991 budget.

The only fitting response to you, our Father in God, is now to speak to each other:

Sisters and brothers in East Carolina, what are we to make of this? How are we to assess the significance of the Diocese in our life as Episcopalians in this corner of God's world if we are to take the response both to the call to pledge and the call to support the budget as an indicator of how dearly we hold this creature called the Diocese and this servant of the servants of God, our Bishop Sidney Sanders? Our bishop reveals to us that over the last eight years of his episcopacy he and we have been forced to do more and more with less and less until we have been brought to the point of beholding miracles. Behold Belhaven, where miracles were done where there was no hope before. And then behold others who sit on resources like talents buried in the ground, desperatley clutching to their bosom what is a gift from a lavish God, intended to be invested in the work of God's kingdom! Behold our ministry to young persons, bursting with enthusiasm and potential, and being suffocated in

its success.

Recognizing that timid spirits may be tempted to target the support which the Diocese of East Carolina offers to the National Church as a place to do budget surgery, our Bishop urges us to see ourselves fully as part of the National Church as it is a vital part of us, urging us to continue to accept the full share of our responsibility to our parent as members of the national family. And is this not also the model for us in the Diocese, in the relationship of Parishes to the Diocese? Sisters and brothers, we are not in union with the Diocese! As Anglicans we know the diocese to be the local church. We in our several parishes have no identity unless we are in fellowship with the one who is our chief pastor and the living symbol of our unity in Christ. Without Sid Sanders we are disconnected particles threatening to drift off to our separate destruction, unsupported by that spiritual reality which links us to the Church catholic, our bishop and our diocesan identity. Our Christian welfare and our Episcopal survival is at stake! We have no choice but to re-examine the depth of the commitment we profess, both to our Lord and to His Church, as we Anglicans have come to learn of both of them.

Our Bishop speaks to us of the clouds of war which touch every Parish in the Diocese. This is a painful reality. Our Bishop warns of another danger which touches our survival. Apathy! We stand at attention to express our solidarity with our lives one whose lives are in real danger. And our Bishop warns us of the danger we face if we abandon the vision which has nourished us under his leadership in the past and which now threatens to disappear like a dream. The question we face now is whether we will stand with him here also.

Are we at a point where we must look to a strategy of assessment in order to guarantee the necessary, urgent, and ongoing financial support for the life and programs of the Diocese of East Carolina? Must we all, who are now beyond the point of remedial tinkering due to the lack of support from some, all be driven to stalemate, shrinkage, and the loss of a vision. Will we who still yearn for the unfolding of a dream, allow ourselves to be disheartened by those who have little heart for the life of the Diocese?

Are we at a point where those who are left, those still with heart, might consider an intentional design, a strategy of raising the percentage of contribution to the Diocese by planned, regular increments? Is it possible for those of us who do not hold episcopal polity as a fiction but an essential, workable reality, to begin a program of systematic increase of giving to the Diocese, as we have learned to do it with our pledges to our Parish families? Might we learn to put our money where our heart is, in support of this precious gift to the Holy Spirit, the Church, in such a way that we can continue to be a unified, visible expression of Christ's continued work in the world in this place?

Reverend Father in God, you offered us more to hear and digest, but we take these issues of our stewardship to be of primary significance. We will renew our efforts to be the kind of support you deserve, and to become the creatures we covenanted to become in our Baptism.

Respectfully submitted,

Committee on the Bishop's Address

RESOLUTION

WHEREAS, the United States of America is currently engaged in a war against President Saddam Hussein and the country of Iraq; and

WHEREAS, many service people engaged in this war are from Seymour Johnson Air Force Base, Goldsboro; Fort Bragg Military Reservation, Fayetteville; Pope Air Force Base, Fayetteville; Camp LeJeune Marine Corps Base and Marine Corps Air Station New River, Jacksonville; Cherry Point Air Station, Havelock; and service Coast Guard Stations, military installations within the Diocese of East Carolina; and

WHEREAS, our service people have valiantly and unselfishly served in Saudi Arabia since August, 1990, to resist the aggression of Saddam Hussein and Iraq; and

WHEREAS, many other Reserve, National Guard, and Inactive Reservists in our diocese have called to Active Duty to resist the agression in the Persian Gulf;

THEREFORE, be it resolved, that the Diocese of East Carolina with our prayers, gifts, talents, and ministrations support our service people in the Persian Gulf, their spouses and families; and

BE IT FURTHER RESOLVED, that the Diocese of East Carolina take a moment for prayer during this 108th Annual Convention to remember by name those service people who have died and who are Missing-in-Action and Prisoners-of-War from the military installations in our diocese, to wit:
Killed-in-Action:

Marine Lance Cpl. Frank C. Allen
Marine Cpl. Stephen E. Bentzlin
Marine Cpl. Ismael Cotto
Marine Lance Cpl. Eliseo Felix
Marine Lance Cpl. Thomas A. Jenkins
Marine Lance Cpl. Michael E. Linderman
Marine Lance Cpl. James H. Lumpkins
Marine Lance Cpl. Garrett A. Mongrella
Marine PFC Scott A. Schroeder
Marine Lance Cpl. David T. Snyder
Marine PFC Dion J. Stephenson
Marine Lance Cpl. Daniel B. Walker

Missing-in-Action:

Marine Capt. Michael C. Berryman
Air Force 1 Lt. Thomas Clifford Bland
Air Force SSgt. John P. Blessinger
Air Force SMSgt. Paul G. Buege
Air Force Sgt. Barry M. Clark
Navy Lt. Patrick K. Connor
Navy Lt. Comdr. Barry T. Cooke
Navy Lt. William T. Costen
Air Force Capt. Arthur Galvan

Air Force Capt. William D. Grimm
Air Force SSgt. Timothy R. Harrison
Air Force TSgt. Robert K. Hodges
Air Force Major Donnie R. Holland
Air Force Sgt. Damon V. Kanuha
Air Force Major Thomas F. Koritz
Army Spc David Lockett
Air Force MSgt. James B. May, II
Air Force SSgt. John L. Oelschlaser
Army Spc Melissa Rathbun-Nealy
Air Force SSgt. Mark J. Schmauss
Navy Lt. Cmdr. Michael Scott Speicher
Air Force Capt. Richard D. Storr
Navy Lt. Charles J. Turner
Air Force Capt. Dixon L. Walters
Air Force Major Paul J. Weaver
Navy Lt. Robert Wetzel

Prisoners-of-War:

Marine Lt. Col. Clifford M. Acree
Air Force Col. David W. Eberly
Air Force Major Thomas E. Griffith
Marine Chief Warrant Officer Guy L. Hunter
Air Force Capt. Harry M. Roberts
Navy Lt. Lawrence Randolph Slade
Air Force Major Jeffrey Scott Tice
Navy Lt. Jeffrey N. Zaun;

AND BE IT FURTHER RESOLVED, that each church in the Diocese of East Carolina commit itself to pray for our service people in the Persian Gulf at each of its Sunday services for the duration of the Persian Gulf War; and

BE IT FURTHER RESOLVED, that the churches in the Diocese of East Carolina by whatever means at their disposal seek actively to support and minister to the families of service people in our midst; and

BE IT FURTHER RESOLVED, that a copy of this resolution be sent to the families of thee military personnel who have given so much, so valiantly.

Respectfully submitted,

The delegations of St. Stephen's, Goldsboro and St. Anne's, Jacksonville

RESOLUTION CONCERNING SUPPORT FOR FAMILIES OF
ARMED FORCES PERSONNEL

WHEREAS, the Armed Forces of the United States, in coordination with those of many other countries, are presently in armed conflict with Iraq in the Persian Gulf area attempting to enforce the resolutions adopted by the United Nations, and,

WHEREAS, a significant number of the men and women in the Armed Forces of the United States come from military bases and areas within the Diocese of East Carolina, and,

WHEREAS, the deployment of such forces, both from active duty and reserve personnel, has caused a great disruption in the personal, economic and spiritual lives of these individuals and their families, and

WHEREAS, the Diocese of East Carolina has always been in the forefront of providing spiritual and economic relief in times of need to persons in this Diocese.

NOW, THEREFORE, be it resolved that the Diocese of East Carolina, meeting in convention assembled in Wilmington, North Carolina, for its 108th annual convention, does hereby agree to encourage continuing gifts to Bishop Sanders' Discretionary Fund for the purpose of assisting the families of Armed Forces personnel and agrees also to provide other needed spiritual counselling, and pastoral care for said families.

Done and resolved in open Convention, this the 8th day of February, 1991.

Submitted by,

David Wall, St. Christopher's

RESOLUTION CONCERNING QUALITY DOMICILIARY CARE
ELDERLY PERSONS

WHEREAS, service to the community is a proclamation of Christ in our lives, and

WHEREAS, the elderly of our communities need our support and care; and

WHEREAS, the nature of our various lives may require that our elderly be cared for in domiciliary homes;

RESOLVE, that we support the best care possible for our elderly by requiring literacy by those caregivers who dispense medications in domiciliary homes.

Respectfully submitted,

Suzette M. Stines, D.D.S.
Good Shepherd, Wilmington

RESOLUTION IN SUPPORT OF IN-SERVICE CONSCIENTIOUS OBJECTORS

WHEREAS, Biblical and historical precedents led to General Convention resolutions in 1982, '85 and '88, supporting the refusal to participate in war, a ministry to conscientious objectors, and conscientious objection as a faithful response to war, and

WHEREAS, an awareness of God's purpose in our lives is a continuing process of personal discovery and growth, and the awareness of a personal inability to participate in war because of conscientious objection may be reached at any time, and

WHEREAS, obeying God's Will as we perceive it in our lives rather than being bound by a prior oath of military service following the biblical precedent of Saul of Tarsus, and

WHEREAS, the military has recently changed its policy towards in-service conscientious objectors from recognition as soon as the status is claimed (and continuing provisional recognition until an official decision is made to accept or reject the claim) to a policy of refusing to consider any claims of conscientious objection from personnel in Reserve and National Guard units that have been called to active duty until the unit is actually deployed in a combat zone, and

WHEREAS, the only choices left to in-service conscientious objectors are to willingly face imprisonment for their beliefs or flee to avoid unjust imprisonment,

RESOLVE, that we support the right of in-service conscientious objectors to have their conscientious objector status recognized by the Armed Forces as soon as claimed and

FURTHER RESOLVE, that we encourage an active ministry to and support of in-service conscientious objector.

Respectfully submitted,

Harry Muir
St. Thomas, Bath

RESOLUTION TO ESTABLISH A COMMISSION
ON CARING FOR CREATION

WHEREAS, all natural systems of the Earth are God's Creation, in which we live and move and have our being;

AND WHEREAS, God's Creation is now under extreme stresses that threaten to alter profoundly the future quality of life;

AND WHEREAS, we as Christians are called upon to be good and faithful stewards of God's creation;

AND WHEREAS, the Report of the Presiding Bishop's Consultation on the Environment and Sustainable Development has proposed a policy and action plan that calls for the Episcopal Church to realign in Community with Creation;

AND WHEREAS, the Diocese of East Carolina has already recognized the critical need for action in this area by providing support for the Land Stewardship Council of North Carolina;

THEREFORE BE IT RESOLVED that the 108th Annual Convention of the Diocese of East Carolina establish a Commission on Caring for Creation to develop an action plan for how the diocesan family should address the environmental crisis.

Respectfully submitted,

Jeff Smith, St. Andrew's By-the-Sea, Nags Head
Althea Carlson, St. Paul's, Wilmington
Billie Craft, St. John's, Wilmington
Colin Jones, St. Thomas, Ahoskie

RESOLUTION OF APPRECIATION

WHEREAS, St. George's Episcopal Church, Lake Landing and the three other Episcopal Churches in Hyde County will no longer be a part of the Downeast Cluster; and

WHEREAS, St. George's Episcopal Church and the three other Episcopal Churches will be calling a part time priest to serve the area; and

WHEREAS, the past ministries and the calling of a part time priest would not have been possible without the support of St. Thomas, Bath and St. James, Belhaven;

THEREFORE BE IT RESOLVED, that this is a resolution of appreciation to St. Thomas and St. James Churches. A lasting appreciation for their support in the ministry in Hyde County;

BE IT FURTHER RESOLVED, that this resolution be a part of the 108th Annual Convention of the Diocese of East Carolina.

Respectfully submitted,

June Liverman
St. George's Episcopal Church
Lake Landing

RESOLUTION TO THE DIOCESAN CONVENTION

BE IT RESOLVED, that the 108th Convention of the Diocese of East Carolina,

Express its gratitude for the work of the Bishop of the Armed Forces, Charles Keyser, and all who minister to those whose lives have been put at risk and disrupted by the war in the Persian Gulf, and

Calls upon all parishes in this Diocese to support these ministries with prayer for all who serve in our armed forces, their families, and all those who love and depend on them; for our enemies; for the innocent victims of war; for all who are affected by the conflict; for a swift and just resolution of the war; and for an outcome that will further peace and justice for all peoples in the Middle East.

Respectfully submitted,

Phillip R. Glick
St. Thomas, Ahoskie

RESOLUTION CONCERNING THE REV. FRANK ROSS
AND ST. PHILIP'S, SOUTHPORT

WHEREAS, we of St. Philip's Church, Southport, N.C., wish to thank God for the ministry of the Rev. Frank Ross at St. Philip's Church, Southport, N.C.; and

WHEREAS, the Rev. Frank M. Ross spent thirty-nine years in the service of our Lord, and there are many people that are better for his wise counsel and leadership; and

WHEREAS, the Rev. Frank M. Ross gave generously of himself in many offices he held in service to His Lord.

BE IT RESOLVED that the 108th Annual Convention of the Diocese of East Carolina thanks God for the Rev. Frank M. Ross and wishes him every success and happiness in his retirement.

Respectfully submitted,

Delegates of St. Philip's Church
Southport, N.C.

RESOLUTION
IN RECOGNITION, CONGRATULATIONS, PRAISE AND THANKSGIVING
FOR THE MINISTRY OF CHARLES EDWARD SHARP

WHEREAS, Charles Edward Sharp, known to all as "Ed," was born on July 10, 1924 in Harrelsville, North Carolina, the son of Starkey and Eutha Liverman Sharp, grew up in Harrelsville, graduated high school in 1941, attended the University of North Carolina at Chapel Hill from 1941 to 1943, when he entered the United States Army, where he served from 1943 to to 1945 with distinction and was involved in the invasion of Anzio Beachhead; and,

WHEREAS, upon his return from World War II, Ed Sharp attended Wake Forest College at Wake Forest, North Carolina, where he was graduated in 1948 and entered Yale Divinity School, where he was graduated in 1951 with the degree of Bachelor of Divnity; and,

WHEREAS, Ed Sharp returned to his native Eastern North Carolina and was ordained Deacon in June, 1952 at St. John's Church in Wilmington, North Carolina; and,

WHEREAS, Ed Sharp was ordained Priest in December, 1952 at St. George's Church, Lake Landing, North Carolina, and served five mission churches in Hyde County until 1954, when he accepted the position of College Curate at St. Paul's Church in Greenville, North Carolina, where he served 1954 to 1955; and,

WHEREAS, Ed Sharp then answered the call to serve as Rector of St. Paul's in Beaufort; and,

WHEREAS, Ed Sharp married Virginia King Perkins in May of 1957 in Greenville, North Carolina, and Ed and Virginia have three children, Charles Edward Sharp, Jr., Reid Perkins Sharp and Virginia King Sharp; and,

WHEREAS, Ed Sharp continued to serve St. Paul's at Beaufort until September, 1962, when he answered the call of Christ Episcopal Church in New Bern, North Carolina, and continues to the present day serving faithfully and with distinction as Rector;

WHEREAS, during 39 years of active service to the diocese of East Carolina, Ed Sharp has served many terms as a member of Executive Council, member and president of the Standing Committee, and delegate to General Convention; and has served as well with the Commission on Ministry and as Chairman of the Department of Mission, Christian Social Relations, and Christian Education; and has served as a trustee of St. Mary's College; and,

WHEREAS, in his service to the Diocese, Ed Sharp has given committed, faithful, mature leadership reminiscent of the soul about whom the proverb says, "Wisdom rests in the understanding heart" (Proverbs 14:33); and,

WHEREAS, during his service to the Diocese of East Carolina, Ed Sharp has served Bishops Thomas H. Wright, Hunley A. Elebash and Brice Sidney Sanders, and while giving time, effort and leadership to the Diocese, Ed Sharp has always had as his primary objective the spreading of the Gospel of Jesus Christ in the local parish where he was the Priest and in the community of that parish; and,

WHEREAS, Ed Sharp has given his adult life to the ministry of the gospel of Jesus Christ, has been friend, confidant and counsellor to his parishioners and all persons in need, and has never been too busy to attend to the needs of anyone in his flock throughout the time of his ministry, always sacrificing himself to answer the needs of others; and,

WHEREAS, Ed Sharp took a sleepy congregation in historic New Bern at Christ Church, consisting of approximately 250 active parishioners in 1962 and has directed and led it into a vibrant, active and growing congregation of approximately 1,250 members in 1991, not only expanding its membership but also expanded its outreach in the community, the nation and the world; has rebuilt its facilities and restored the foundation of its original church which is used as an outdoor church; and has instituted and nurtured programs for all ages and interest groups in the congregation and in the community at large; and,

WHEREAS, Ed Sharp has had several assistants and associate rectors during his tenure at Christ Church, New Bern, whom he has trained and educated well, each going on to do something of his own choosing in the furtherance of the Gospel of Jesus Christ; and, has also influenced numerous other younger clergy in the diocese for good; and

WHEREAS, Ed Sharp has announced his retirement, effective April 30, 1991, and the Vestry of Christ Church, New Bern, has accepted with regret and admiration his resignation and all of us who know him or know of him thank him for his life and wonderful ministry in the Diocese of East Carolina.

NOW, THEREFORE, BE IT RESOLVED, that the Bishop, the Clergy and the Lay Delegates of the 108th Annual Convention of the Diocese of East Carolina, individually and collectively, do hereby congratulate, recognize, praise and give thanks to and for Charles Edward Sharp for his life of dedicated leadership and service to Jesus Christ, the Diocese of East Carolina and the parishes, communities and individuals which he has served in his ministry; and,

BE IT FURTHER RESOLVED, that our special appreciation is hereby expressed to Virginia Sharp, for sharing Ed with all of us and for the understanding care, love and support given to him throughout their marriage; and,

BE IT FURTHER RESOLVED, that this resolution be spread upon the minutes of this the 108th Annual Convention of the Diocese of East Carolina and a true copy be executed by the Bishop, certified by the Secretary, and the seal of the Diocese be affixed, and the said true copy be delivered to the said Charles Edward Sharp.

Respectfully submitted,

Elizabeth Ward, Christ Church, New Bern

EXECUTIVE COUNCIL MINUTES
MARCH 30, 1990
DIOCESAN HOUSE, KINSTON

Executive Council of the Diocese of East Carolina met on Friday, March 30, 1990 at 9:30 a.m. in Kinston at the Diocesan House. The following were present: The Rt. Rev. B. Sidney Sanders, The Rev. A. C. Marble, Jr., The Rev. John Weatherly, The Rev. Hamilton Fuller, Mr. Don Hickman, Mrs. Dencie Page, Mrs. Alice Lynch, Mr. Charles Horne, Mr. Frank Wakefield, Mr. Roy Parker, Mr. Larry Overton, The Rev. Gary Fulton, The Rev. Chris Mason, The Rev. Tom Cure, The Rev. Don Porcher, Mr. Clarence Leary, The Rev. David Chamberlain, and Mrs. Harriette Wagner. Also present were: The Rev. Jim Horton, Jane Wynne, and Lynn Brown.

Coffee and doughnuts were served at 9:30 a.m.

There was a Celebration of the Holy Eucharist at 10:00 a.m.

The minutes were approved as submitted.

There was no treasurer's report since the books were still at the auditor's office.

Bishop Sanders welcomed the new members and reviewed their responsibilities. The Bishop also commented on the recent Gallup Poll concerning the Spiritual Health of the Episcopal Church.

The Rev. James Horton, member of the Episcopal Farmworker Ministry Committee, updated the Council on the Episcopal Farmworker Center in Newton Grove. This facility will provide a day care program, office, classrooms for arts and crafts, language classes and driver's training, etc. to benefit the farm workers. The Rev. Mr. Horton requested that the Council make up the $25,000 anticipated shortfall for the Center. He recommended that it come from the Kenan Fund. Bishop Sanders also reminded the Council of the Darst money.

Mr. Don Hickman moved that the Executive Council support the Episcopal Farmworker Center and underwrite up to $25,000, provided that the Christian Social Ministry Committee reports back with specifics before the money is expended. It is recommended to the Trustees that the Darst funds be used. The Rev. David Chamberlain seconded the motion; the motion passed.

The Rev. Chris Mason, Chairman of the Youth Commission, reported 265 youth in attendance at the overnight in New Bern at Christ Church. Happening will be held this weekend with 45 attending. There are so many youth activities, over-scheduling has become a problem. There are at least 20 weekend meetings a year. The Youth Task Force will meet Tuesday, April 3, 1990, at 10:00 a.m. in Kinston at the Diocesan House. To date there are 430 applicants for summer camp, which is more than Trinity Center had in total campers two years ago.

The Rev. A. C. Marble, Jr., announced a Christian Education Conference June 27-29 at Trinity Center with The Rev. Matthew Stockard as keynoter.

The Rev. A. C. Marble, Jr., spoke on behalf of the Convention Committee. The Rev. Mr. Marble informed the Executive Council that the 1991 Convention will be held in Wilmington at the Hilton and the Convention Center. The Council discussed the 1990 Convention and gave suggestions for the committee to consider.

Bishop Sanders distributed a statement from Bishop Edmond Browning on the recent ordination of a practicing homosexual. Bishop Sanders announced he had endorsed this statement while attending the Provincial Bishops meeting at Kanuga. Discussion followed.

Mrs. Harriette Wagner, President of the Episcopal Church Women, informed the Executive Council of the Episcopal Church Women's Annual meeting on May 2 at St. John's, Wilmington. Mrs. Marcy Walsh, who has served as the National ECW President, and who is now serving on the Presiding Bishop's Committee on Evangelism, will be the speaker.

Mr. Clarence Leary, Stewardship Chairman, reported that lay people will be visiting parishes in March and April. The Stewardship Commission will be meeting May 9 and a Stewardship Training Workshop will be offered on May 19 at St. Mary's in Kinston from 10:00 - 3:00. Those invited to participate in the Workshop are Clergy, Every Member Canvass Chairpersons, Stewardship Chairpersons, and Sr. Wardens. The keynoter for the workshop will be The Rev. Robert H. Bonner, Staff Officer for Congregational Stewardship at the Episcopal Church Center in New York City. (Three parishes: St. Thomas, Windsor; St. Paul's, Clinton; and St. Paul's, Wilmington have requested Stewardship Consultants.) Mr. Leary also reminded the Executive Council that it was time to renew the Stewardship Statement. The statement was distributed and changes made. The Council then signed the new statement. (See Attached)

Bishop Sanders reported that Mr. Fred Osborne from the Episcopal Church Center in New York visited with Mr. Bob Adams, Mr. Robert Van Veld, Mr. Glenn Richards, and himself to evaluate the Stewardship Development Office in the Diocese. It was decided that Mr. Richards call on more clergy and parishes in the Diocese to provide his advice and services.

Bishop Sanders asked the Executive Council to read a letter from the President of St. Mary's College. Mr. Clarence Leary moved that Executive Council consider increasing funding for St. Mary's College in the 1991 budget.

Bishop Sanders stressed his concern for the small black churches in the Diocese. Membership is decreasing in these churches and it could cost approximately $300,000 annually to continue funding.

The Bishop also announced that a capital funds drive would not take place until 1991 or 1992. Nineteen of the churches in the Diocese are holding capital funds drives this year. According to Holliman and Associates, the Diocese could only raise $1.5 million of the $3 million needed at this time.

The next meeting of the Executive Council will be Friday, June 1, 1990, at 9:30 a.m. in Kinston at the Diocesan House.

Upcoming meetings: Overnight - August 16 & 17, Trinity Center
October 26 at 9:30 a.m., Diocesan House
December 7 at 9:30 a.m., Diocesan House

There being no further business, the meeting was adjourned.

EXECUTIVE COUNCIL MINUTES
JUNE 1, 1990
DIOCESAN HOUSE, KINSTON

The Executive Council of the Diocese of East Carolina met on Friday, June 1, 1990 at 9:30 a.m. in Kinston at the Diocesan House. The following were present: The Rt. Rev. B. Sidney Sanders, The Rev. A. C. Marble, Jr., Mr. Charles Horne, Mr. Clarence Leary, Mrs. JoAnn Bell, Mr. Don Hickman, The Rev. Tom Cure, The Rev. Lucy Talbott, Mrs. Helen Cliborne, Mrs. Dencie Page, Mrs. Alice Lynch, Mr. Frank Wakefield, The Rev. John Weatherly, Mrs. Mary Gornto, Mr. Robert Swindell, Mr. Roy Parker, The Rev. Hamilton Fuller, The Rev. David Chamberlain, and Mr. Wallace Weeks. Also present were: Mr. Robert Van Veld, Mrs. Harriette Wagner, Jane Wynne and Lynn Brown.

Coffee and doughnuts were served at 9:30 a.m.

There was a Celebration of the Holy Eucharist at 10:00 a.m.

There was one addition to the minutes to add Mrs. Alice Lynch to the roster of people that were present at the last meeting. Mrs. Lynch was mistakenly omitted. The minutes were then approved.

The treasurer's report was approved as submitted. The Executive Council requested a financial report of Trinity Center be provided.

Mr. Clarence Leary, a member of the Creative Christian Stewardship Committee, presented each grantee requesting funds. After a detailed discussion, all grants were approved. (Grants attached)

Mr. Robert Van Veld, Chairman of the Convention Committee, announced the 1991 Convention would be held at the Hilton in Wilmington February 7-9. The hosts will be the Cape Fear Development Commission. The format of Convention is under discussion. One possibility would be to offer workshops on major areas of program in the diocese during part of the time usually allotted for legislative session. This will provide information to those interested in certain events while limiting the time for reports on the floor of Convention.

The Rev. David Chamberlain, Chairman of the Evangelism Commission, has visited several churches throughout the diocese to discuss Evangelism. The Rev. Everette L. Fullam has accepted an invitation from the Diocese of East Carolina to kick off the Decade of Evangelism on December 2. This will take place at St. Mary's in Kinston. The commission is working on the Evangelism resolution from Convention.

Bishop Sanders requested agenda items for the overnight, August 16-17 at Trinity Center. He asked that items be sent to Chip or Jane at the Diocesan House.

Mr. Clarence Leary, Chairman of the Stewardship Committee, reported that the parish visits and the Stewardship Workshop were successful with over 40 churches represented at the workshop on May 29. The Rev. Robert Bonner, National Stewardship Officer, was the keynoter. The Rev. Mr.

Bonner showed a video which was nominated for an Emmy Award and is available from the Stewardship office of the National Church.

Mrs. Harriette Wagner, President of the Episcopal Church Women, commented on the ECW Annual meeting which was held in Wilmington at St. John's on May 2. There were 152 people in attendance including Bishop Sanders. An ECW Retreat will be held on August 28 at Trinity Center.

Mr. Robert Van Veld, President of the Foundation, reminded the Executive Council that pamphlets are available explaining the Foundation, wills, etc. through the Stewardship Development Office. Mr. Glenn Richards, Stewardship Development Officer, is available to speak to members of your church. The Rev. Ham Fuller recommended that the clergy commit themselves to leaving money to their church or diocese as an example to members of their parishes.

Bishop Sanders reminded the council that the churches that have followed the recommended guidelines for the Every Member Canvas have increased their annual pledges considerably. He also reminded them of the Stewardship Consultants who will come into the parish and help them with this procedure.

The Rev. A. C. Marble, Jr., reported that an overnight of the Department of Mission will be held August 24-25 to evaluate the parish/area study. Sixty parishes have participated in this self study.

Bishop Sanders proudly announced this year's summer camp registration is going well. The beach house has been renovated. However, a new deck is needed along with landscaping, and painting of the outside of the beach house. Our Shared Vision funds were expended for the renovation. The total estimate for the deck, landscaping and painting is approximately $10,000. Mr. Charles Horne moved that up to $10,000 of the Darst money be used to provide the deck, landscaping and painting of the beach house, with the approval of the Board of Managers of Trinity Center. All were in favor.

Old Business: Bishop Sanders reported that ground breaking of the day care facility for Migrant Farmworkers will be held within the next 2 months. The Rev. John Weatherly reported that 3 bids have been received and they are under the expected cost.

Synod will be held at Kanuga June 6-9 for delegates for General Convention.

New Business: The Rev. Ham Fuller commented on the Clergy/Spouse Conference as being a tremendous success.

The Rev. Mr. Fuller suggested a car be provided for the Bishop and also that the Bishop take a sabbatical.

Bishop Sanders announced that Trinity Center Family Day would be held on Sunday, August 26.

Bishop Sanders asked the new Executive Council members to stay a few minutes after the meeting so the financial statement could be reviewed in

more detail.

The next meeting will be an overnight at Trinity Center August 16 and 17.

There being no further business, the meeting was adjourned.

EXECUTIVE COUNCIL MINUTES
DECEMBER 7, 1990
DIOCESAN HOUSE, KINSTON

The Executive Council of the Diocese of East Carolina met on Friday, December 7, 1990 at 9:30 a.m. in Kinston at the Diocesan House. The following were present: The Rt. Rev. B. Sidney Sanders, The Rev. A. C. Marble, Jr., Mrs. Dill Lynch, The Rev. David Chamberlain, Mr. Frank Wakefield, The Rev. John Weatherly, The Rev. Chris Mason, Mr. Larry Overton, Mr. Charles Horne, Mrs. JoAnne Bell, Mrs. Helen Cliborne, Mr. Wallace Weeks, The Rev. Don Porcher, Mr. Robert Swindell, The Rev. Hamilton Fuller, The Rev. Lucy Talbott, The Rev. Gary Fulton, Mr. Clarence Leary, Jr., The Rev. Tom Cure, Mrs. Dencie Page, and Mr. Don Hickman. Also present were: Mr. Robert VanVeld, Mrs. Harriett Wagner, Jane Wynne, and Lynn Brown.

Coffee and doughnuts were served at 9:30 a.m.

There was a Celebration of the Holy Eucharist at 10:00 a.m.

The minutes were adopted as submitted.

The treasurer's report was presented by Mr. Wallace Weeks and approved as submitted.

Jane Wynne opened the discussion of the Creative Christian Stewardship Grants and announced that the vote by mail was unanimous for all the grants. There was some discussion on individual grants, but all were approved.

Mr. Clarence Leary, Jr., moved that the balance of the budgeted items for Black Ministries and Diocesan House maintenance be put into an escrow account. This was seconded and passed.

Mr. Leary, Chairman of the Stewardship Committee, announced that several churches were increasing their pledges to the diocese, but no word on the majority of the churches at this time. Mr. Leary also stressed the importance of the Every Member Canvass. The Rev. A. C. Marble, Jr. added that churches should be urged to give on a percentage level and increase their pledge by 2% per year.

The Rev. A. C. Marble, Jr., spoke on behalf of Mission Development. The Rev. Mr. Marble announced that Carolyn Duckett is now Chairperson of the Department of Mission. The committee has met several times including one overnight. Seventy out of 74 parishes have participated in the parish area studies. Parishes are now being asked to develop a mission strategy and report it to the Convention in 1992. Consultants are available to help with the process. This will serve as a resource to the diocese, not a report card from the parish. There was also discussion on Ministry Evaluations. There are resources available to rectors and parishes.

Mr. Robert VanVeld, Chairman of the Convention Committee, informed the Executive Council that Convention preparation is running smoothly. There will be four breakout sessions due to the feedback from last year's Convention. 1) Mission/Evangelism/Renewal 2) Christian Social Ministries/Outreach 3) Education/Worship/Pastoral Concerns 4) Stewardship. A variety of reports will be given briefly by committee chairpersons in these sessions. On Friday evening a Mardi Gras Ball and dance will take place.

The Rev. A. C. Marble, Jr., reminded members of nomination forms for Convention.

Mr. Robert VanVeld, President of the Foundation, updated the Council on the Foundation's activities. There will be a resolution presented to Convention to clear up the Canons suggesting that Executive Council has the sole responsibility of the unrestricted funds managed by the Foundation. The Foundation is also looking seriously at its money manager's performance. And the Executive Committee of the Foundation has loaned up to $60,000 to the Community Developers of Beaufort-Hyde County. This investment will be to provide low cost housing to the rural poor.

The Rev. A. C. Marble, Jr. reported on Pungo Village, a group of apartments to house the elderly and poor in Belhaven. The total cost of Pungo Village is $1.5 million. It will include 37 units with an office and a person on site to coordinate activities. Janice Ellegor will be leaving Shepherd's Staff to work with this project and another one in Hyde County.

The Rev. David Chamberlain, Chairman of the Evangelism Commission reported. The Rev. Terry Fullam was the keynoter for the kick off for the decade of Evangelism at St. Mary's in Kinston on December 2. Approximately 300 people attended. The committee hopes to have a major event at Trinity Center each year. Also, a form was enclosed with the parochial report to determine percentage growth for each parish and to determine if there is a working commission on Evangelism. This is in response to resolutions passed last year at Convention. The Commission has also been planning for Convention and its new format.

Mrs. Harriett Wagner, President of the Episcopal Church Women, reported 80 women attended an all day meeting at Trinity Center in August. Speakers for the day included Mrs. Scott Evans, who gave a presentation on environmental issues; Dr. John Costello who gave a presentation on coastal issues; and Mrs. Nancy Craig who gave a report on Hunger in East Carolina. Mrs. Wagner will be mailing a flier out to the Diocese to inform people on how they can help with the environment.

The Rev. Chris Mason reported for the Youth Commission. Nine major events were held. Events will be split this year because Trinity Center cannot accommodate any more teens. There have been 18 Happenings and 6 New Beginnings since their inception. The Youth Program has grown tremendously. Carol Taylor, Youth Coordinator, has many dedicated volunteers: Cookie Cantwell of Wilmington who oversees Happening and Powell Bland of Greenville who oversees New Beginnings are two such dedicated people. However, there is a need for additional personnel,

dedicated people, and volunteers.

Mr. Don Hickman, Chairman of the Clergy Salary Study Committee, announced the Committee met on November 19 and the discussion centered around four points:

1) The committee recommended a 5.4% increase on clergy salaries, which is a cost of living adjustment.
2) A reminder that Convention last year passed that parishes pay 1/2 of the priest's Social Security.
3) The committee recommended increasing the allowance for mileage to .26 per mile.
4) The committee recommended increasing the maximum annual benefit (Medigap) for retired clergy to $624.

It was suggested by The Rev. John Weatherly to have the Salary Study meeting in October rather than November so discussion could take place in churches before the end of the year.

Mr. Hickman recommended that prior to consideration of merit raises, minimum salaries of clergy be raised by the 5.4% cost of living adjustment in 1991. Mr. Hickman also recommended that the COLA figure be applied to diocesan staff as well. This was passed.

Mr. Hickman moved that all who were affected by the reimbursement of mileage, be increased to .26 per mile. This was passed.

Mr. Hicman recommended that retired clergy receive $624 per year for reimbursement of Medigap coverage. This was passed.

Mr. Robert VanVeld announced that a Search Committee chaired by Mr. Robert Adams, has been formed to fill the Stewardship Development Officer's position. The Planned Giving Officer from the National Church will be working closely with the committee. Also, the National Church will probably be contributing $30,000 towards the expense of the office. The emphasis on this position will be on planned giving.

Mr. Carl Ragsdale, Chairman of the Search Committee for the Executive Director position at Trinity Center is accepting applications. Advertisements have been placed and interviewing should begin soon.

Bishop Sanders updated the Executive Council on Trinity Center. Mr. Channing Daniel is serving as Interim Director until the position is filled. Mr. Daniel has the Center running smoothly.

The Rev. John Weatherly announced that over 200 people attended the Episcopal Farmworkers Day Care Center Dedication in Newton Grove.

The next meeting of the Executive Council will be January 18, 1991 at 9:30 a.m. in Kinston at the Diocesan House.

There being no further business, the meeting was adjourned.

EXECUTIVE COUNCIL MINUTES
FEBRUARY 1, 1991
DIOCESAN HOUSE, KINSTON

The Executive Council of the Diocese of East Carolina met on Friday, February 1, 1991, at 9:30 a.m. in Kinston at the Diocesan House. The following were present: The Rt. Rev. B. Sidney Sanders, The Rev. A. C. Marble, Jr., The Rev. Gary Fulton, The Rev. Lucy Talbott, Mr. David Chamberlain, Mrs. Dencie Page, Mr. Bob Swindell, The Rev. Chris Mason, Mr. Clarence Leary, Jr., The Rev. John Weatherly, Mrs. Joanne Bell, The Rev. Don Porcher, Mr. Frank Wakefield, The Rev. Ham Fuller, Mr. Wallace Weeks, Mrs. Alice Lynch, and Mr. Charles Horne. Also present were: Mr. Robert Van Veld, Mrs. Harriette Wagner, Mrs. Martha Hanover, Jane Wynne, and Lynn Brown.

Coffee and doughnuts were served at 9:30 a.m.

There was a Celebration of the Holy Eucharist at 10:00 a.m.

The minutes were adopted as submitted.

Mrs. Martha Hanover, a member of the Episcopal Farmworkers Committee, presented a list of remaining needs for the newly built Day Care Center. Mrs. Hanover requested that $24,610.47 from the Darst Fund be allocated by the Executive Council. A two-page list of needs was distributed. Other grants are being applied for and the Episcopal Farmworkers Ministry does not anticipate returning to Executive Council for additional funds. The council decided to postpone any more discussion until after the 1991 Proposed Budget was discussed.

Mr. Wallace Weeks, treasurer, reviewed the 1990 financial statement which was approved.

Mr. Weeks then led the Executive Council through the 1991 Proposed Budget. Mr. Weeks explained the difficult situation of the Finance Committee. The Committee, when after cuts were made were faced with a deficit of $60,000, decided to go back to the parishes and ask for a 6% increase in their pledge. The parishes responded with an overall increase of $46,000. Therefore, the Executive Council needed to cut the budget $14,000. After much discussion, program cuts were made and income adjusted to balance the budget. The Council passed the 1991 Proposed Budget as amended. Diocesan Convention will vote on the budget on February 9, 1991.

There was much discussion on stewardship, inflation, narrative budget, education, etc. Bishop Sanders expressed his concern over the 1991 budget and future budgets.

The Rev. John Weatherly moved that $15,000 from the Darst money be given to the Episcopal Farmworkers Ministry. Mrs. Dencie Page seconded the motion. The motion was defeated 8 to 6. Mr. Robert Swindell moved that the Diocese, with the Darst money, fund the following.

Blinds	$ 1,095.00
Stove and Refrigerator	5,216.54
Telephone System	4,288.00
Storage Shed	1,165.00
	$11,764.54

This was seconded and passed.

The Rev. A. C. Marble, Jr., spoke on behalf of the Department of Mission. Mrs. Carolyn Duckett has been appointed Chairperson by Bishop Sanders. Mrs. Duckett and The Rev. Joshua MacKenzie will report to Convention and introduce the concept of Mission Strategy reports. This is a follow-up to the area studies and will hopefully engage every congregation in an intentional planning process. The reports will be collated and shared.

Mr. Robert Van Veld, Chairman of the Convention Committee, reminded the Council that breakout sessions during Convention would be introduced on a trial basis and encouraged all delegates to participate.

Mrs. Harriette Wagner, President of the Episcopal Church Women, announced the annual meeting would be held May 7 in Washington at St. Peter's. Also, Mrs. Wagner is sending out flyers periodically on Environmental Concerns.

The Rev. Chris Mason, Chairman of the Youth Commission, reported that 240 youth participated in the Youth Convention in Greenville at St. Paul's Episcopal Church on January 18 and 19. Each event continues to expand and grow. This Convention was very successful.

Mr. Frank Wakefield, Chairman of the Finance Committee of the Board of Managers, presented the 1991 Proposed Budget for Trinity Center with explanations attached to the Budget. After detailed discussion, The Rev. John Weatherly moved the approval of the 1991 Proposed Budget. This was seconded and passed.

Jane Wynne reviewed the camp budget and tuition with the Executive Council. The camp budget was seconded and passed. Mr. Clarence Leary moved acceptance of the new camp tuition. All were in favor.

Bishop Sanders discussed the proposed canon changes that determine that Executive Council is solely responsible for the distribution of the Foundation's unrestricted income. The canon changes will be voted on at Convention.

Bishop Sanders updated the Council on Mr. Bill Hill, caretaker of Trinity Center. Mr. Hill has filed a complaint with the Federal Wage and Hour Division. The Diocesan Chancellor is in negotiations with Mr. Hill.

The Executive Council will meet on the following dates in 1991:

April 5 at 9:30 a.m., Diocesan House
May 24 at 9:30 a.m., Diocesan House
August 15-16 Overnight, Trinity Center
October 25 at 9:30 a.m., Diocesan House
December 13 at 9:30 a.m., Diocesan House

There being no further business, the meeting was adjourned.

1991
Directory of Churches

Church	Priest	Senior Warden	Junior Warden	Clerk	Treasurer
Ahoskie St. Thomas	The Rev. Phil Glick P.O. Box 263 Ahoskie, NC 27910	Carl Taylor 420 Pembroke Ave. Ahoskie, 27806	Larry Overton Route 1, Box 254 Aulander, NC 27910	Jerrie Taylor 502 H. Colony Ave. Ahoskie, NC 27910	Stan Jenkins 501 Hayes Street Ahoskie, NC 27910
Aurora Holy Cross	The Rev. Charles Dove P.O. Box 118 Aurora, NC 27806	Harry Douglas Isle View Beach Aurora, 27806	Mabel Allen 106 8th Street Aurora, NC 27806	Marie Magee 5th Street Aurora, NC 27806	Pam Norville P.O. Box 118 Aurora, NC 27806
Bath St. Thomas	The Rev. Gary Fulton P.O. Box 257t Bath, NC 27808	Judy Glick 12 Sawmill Ldg Bath, NC 27808	Harry Muir Main Street Bath, NC 27808	Lou Powers 207 Camellia Drive Washington, NC 27889	Pieter VanBeek Rt. 2, Box 139 Belhaven, 27810
Beaufort St. Paul's	The Rev. Matt Stockard P.O. Box 207 Beaufort, NC 28516	Jane Bullock 209 George St. Beaufort, 28516	Richard Wisham Rt. 3, Box 191 Beaufort, NC 28516	Dorothy Porter 119 Fairway Rd. Morehead City 28557	Dan Isom P.O. Box 798 Beaufort, NC 28516
Belhaven St. James St. Matthew's	The Rev. Gary Fulton 405 E. Main Street Belhaven, NC 27810	Vicki Paul Rt. 1, Box 178 Pantego, 27860	Mike Saleeby 207 Riverview Belhaven, NC 27810	George Wahab 400 E. Main Street Belhaven, NC 27810	Tom Allen Rt. 1, Box 10 Pantego, NC 27860
Belhaven St. Mary's	The Rev. Jud Mayfield 407 E. Main Street Belhaven, NC 27810	Howard Moore 430 Railroad St. Belhaven, 27810	David Henderson Old County Road Belhaven, NC 27810	Ralph Braddock 404 W. Pantego St. Belhaven, NC 27810	Faye Percy 122 W. Pantego Belhaven, NC 2781
Burgaw Mary's	The Rev. John C. Mott 605 Seapath Towers Wrightsville Beach 28480	Kare Crouch 505 E. Main Wallace 28466	Mary Caputo 302 S. Cowan Burgaw, NC 28425	Annette Olesen Rt. 1, Box 262 Rocky Pt. 28457	Tyson Harrell Box 1003 Burgaw, 28425
Chocowinity Trinity	The Rev. Jeremiah Day Route 1, Box 6 Washington, NC 27889	Russell Guthrie 112 Dogwood Dr. Washington 27889	Billy Albritton P.O. Box 249 Chocowinity 27817	Linda Lewis Rt. 2, Box 473 Chocowinity NC 27817	Mac Powell 207 N. Dimock Washington 27889
Clinton St. Paul's	The Rev. Tom Cure P.O. Box 755 Clinton, NC 28328	Frank Butler 105 Vista Drive Clinton, 28328	Helen DuBose 900 Coharie Drive Clinton, NC 28328	Louise Ezzell Rt. 1, Box 322 Magnolia NC 28453	Newberry Bass 105 Owl Roost Clinton, NC 28328

Church	Priest	Senior Warden	Junior Warden	Clerk	Treasurer
Columbia St. Andrew's	The Rev. Web Simons 207 W. Queen Street Edenton, NC 27932	Edward Reynolds Box 151 Columbia, 27925	Terry Everett Box 353 Columbia, NC 27925	Ruth Woodley P.O. Box 54 Columbia, NC 27925	Janet Walker P.O. Box 171 Columbia, NC 2792
Creswell Christ	The Rev. Web Simons 207 W. Queen Street Edenton, NC 27932	Syble Spruill P.O. Box 277 Creswell, 27938		Janie Woodley P.O. Box 128 Creswell, NC 27928	William Peal Creswell, NC 2792
Creswell Galilee Mission	The Rev. Web Simons 207 W. Queen Street Edenton, NC 27932	Robert Spear Rt. 1, Box 339 Creswell 27928	Juanita Davis Route 1 Creswell 27928	Hattie Spear Rt. 1, Box 339 Creswell, NC 27928	Bonnie Ambrose Rt. 1, Box 334 Creswell, NC 2792
Edenton St. John's the Evangelist		J. H. Horton P.O. Box 466 Edenton 27932	Emily M. Nixon 119 E. Albemarle Edenton, NC 27932	Carolyn Dillard P.O. Box 203 Edenton, NC 27932	JoAnn Roulac P.O. Box 243 Edenton, NC 27932
Edenton St. Paul's	P.O. Box 548 Edenton, NC 27932	Frances Inglis 101 Colonial Sq. Edenton, 27932	Robert L. Barker 215 East King St. Edenton, NC 27932	Hood Ellis 409 Court St. Edenton, NC 27932	Ollin Sykes P.O. Box 553 Edenton, NC 27932
Elizabeth City Christ	The Rev. Josh MacKenzie 200 S. McMorrine St. Elizabeth City 27909	L. P. Hornthal 1915 Rivershore Elizabeth City	David Wright 932 Small Drive Elizabeth City 27909	Cecilia Austin 1211 Fairfax Ave. Elizabeth City 27909	Mary Foytik 130-A Alder Branch Shiloh, NC 27974
Elizabethtown St. Christo- pher's	The Rev. Porter Cox 989 Birch Creek Drive Wilmington, NC 28403	Betty Stevens Rt. 1, Box 100S Elizabethtown	Hunter Cole P.O. Box 1776 Elizabethtown 28337	Betsy Cole P.O. Box 1776 Elizabethtown 28337	Jim Bradley P.O. Box 1896 Elizabethtown 2833
Fairfield All Saints	The Rev. Gary Fulton P.O. Box 257 Bath, NC 27808	Mary Armstrong P.O. Box 32 Fairfield, 27826			Mary Sears P.O. Box 43 Fairfield, NC
Farmville Emmanuel	The Rev. William Hadden 108 Walnut Street Farmville, NC 27828	Joe Kue P.O. Box 48 Farmville, 27828	Linda Burti 404 W. Church St. Farmville, NC 27828	Mary Dixon 402 N. Waverly Farmville, NC 27828	Ruth Ryon P.O. Box 25 Farmville

Church	Priest	Senior Warden	Junior Warden	Clerk	Treasurer
Fayetteville Shepherd	The Rev. James Beckwith 15 Hamlet Street Fayetteville, NC 28306	Jenny Goude 2665 Watson Lake Fayetteville	Bert Jeffries 10 Grady Street Fayetteville 28306	Jerri Cooper 1919 Sloan Ave. Fayetteville, 28304	John McCaskill 1919 Sloan Ave. Fayetteville, 2830
Fayetteville Holy Trinity	The Rev. Lloyd Fonvielle 1601 Raeford Road Fayetteville, NC 28305	Julian Lentz 2703 Huntonton Rd Fayetteville 28303		Jerry Thrasher 109 South Herndon St. Fayetteville, 28303	Doug Nunnally P.O. Box 53206 Fayetteville, 2830
Fayetteville St. John's	The Rev. David Chamberlain P.O. Box 722 Fayetteville, NC 28302	Carl Rosenbaum 3024 Brechin Rd. Fayetteville	Henry Strickland 1524 Paisley Ave. Fayetteville, 28304	Anita Hensley 222 Woodcrest Road Fayetteville, 28305	Carl Jordan 142 Ellerslie Driv Fayetteville, 2830
Fayetteville St. Joseph's	The Rev. William Hemingway P.O. Box 694 Fayetteville, NC 28301	Gwendolyn Hodges Route 3, Box 106 Hope Mills 28348	Emory Scott 513 Pilot Avenue Fayetteville, 28301	Shirley Brooks 350 Lynhurst Drive Fayetteville, 28304	Mae Butler P.O. Box 1723 Fayetteville 2830
Fayetteville Paul's	The Rev. Lucy Talbott 1705 St. Augustine Ave. Fayetteville, 28304	Barbara Brooks 2608 Huntington Fayetteville	Ann Foster 6908 Woodmark Drive Fayetteville, 28314	Jo Anne Lowder 1814 Wendover Drive Fayetteville, 28304	Linda Alkove 5760 Sagamore Rd. Hope Mills 28348
Gatesville St. Mary's	The Rev. Jack Taylor P.O. Box 447 Edenton, NC 27932	Keith Bridger P.O. Box 179 Gatesville, 27938			Edith Bridger P.O. Box 179 Gatesville, 27938
Goldsboro St. Andrew's	The Rev. Joseph Banks 306 West Spruce St. Goldsboro, NC 27530	William Siler 505 Hamilton Goldsboro, 27530	Annette Bryant 203E Alpha Court Goldsboro, NC 27530	Neal A. Stitt 400 Bunche Dr. Goldsboro, NC 27530	Ruby Siler 505 Hamilton Drive Goldsboro, 27530
Goldsboro St. Francis	The Rev. Ed Dunlap P.O. Box 591 Goldsboro, NC 27530	Steve Barnett 102 Teal Circle Goldsboro 27530	Liz Meador Rt. 1, Box 292 Pikeville 27863	James House P.O. Box 297 Seven Springs 28578	Peggy Lewis 500-F Hillcrest Dr Goldsboro, 27530
Goldsboro St. Stephen's	The Rev. Chris Mason P.O. Box 984 Goldsboro, NC 27530	Jack Peoples 2502 Peachtree Goldsboro, 27534	Arthur Allred 1703 E. Pine St. Goldsboro, NC 27530	Sallie Modlin 1805 E. Walnut St. Goldsboro, NC 27530	Tom Howell 126 Deerborn Dr. Goldsboro, 27534

Church	Priest	Senior Warden	Junior Warden	Clerk	Treasurer
Greenville St. Paul's	The Rev. Pat Houston P.O. Box 1924 Greenville, NC 27834	Frank Wooten P.O. Box 5063 Greenville, NC	Bob Gantt 3005 Pinecrest Dr. Greenville, NC 27858	Suzanne Pecheles 707 Bremerton Dr. Greenville, NC 27834	James Parsley 210 Qauil Hollow R Greenville, 27858
Greenville St. Timothy's	The Rev. Robert Hobgood 107 Louis Street Greenville, NC 27834	Bob Van Veld 100 Pineview Dr. Greenville, NC	Michael Pitt 1809 Planters Walk Greenville, NC 27858	Tommy Tucker 543 Crestline Blvd. Grenville, 27834	Terry Boardman 213 King George Rd Greenville, 27858
Grifton St. John's St. Mark's	The Rev. Thomas Noe P.O. Box 947 Grifton, NC 28530	E. F. Albritton 140 Niblick Rd. Grifton, 28530	J. W. Worthington Rt. 2, Box 340 Ayden, NC 28513	Lorraine Nobles 205 Country Club Dr. Ayden, NC 28530	Eugene Fleming 120 Niblick Rd. Grifton, NC 28530
Hampstead Holy Trinity	The Rev. John Weatherly P.O. Box 819 Hampstead, NC 28443	Fred Wolfe 537 Hughes Road Hampstead 28443	Laura Wakefield 102 Blue Heron Lane Hampstead, NC 28443	Lynn Ruhnke 251 Champion Hampstead 28443	Frank Wakefield 102 Blue Heron In. Hampstead 28443
Havelock St. Christo-pher's	The Rev. Henry Witten P.O. Box 626 Havelock, NC 28532	Robert Cole 114 Greenway Ct. Havelock 28532	Linda Morgan 528 Hollywood Blvd. Havelock, NC 28532	Denise Wheeler 3712 Butler Rd. Havelock 28532	Robert Emerson 126A E. Sherwood Havelock 28532
Hertford Holy Trinity	The Rev. Ben Wolverton P.O. Box 125 Hertford, NC 27944	Robert Lane Rt. 2, Box 430 Hertford, 27944	Carlton Davenport P.O. Box 187 Hertford, NC 27944	Raymond Winslow, Jr. P.O. Box 652 Hertford, NC 27944	Raymond Winslow, J P.O. Noc 652 Hertford, NC 2794
Hope Mills Christ	The Rev. Frank W. King P.O. Box 336 Hope Mills, NC 28348	Dick Bickford 3222 Trogdan Dr. Fayetteville	Walter Sports 5325 Hampton Road Fayetteville, 28301	Linda Sumners 3217 Trogdan Drive Fayetteville, 28306	Martha Maltezo 3751 Masters Dr. Hope Mills, 28348
Jacksonville St. Anne's	The Rev. James C. Cooke P.O. Box 7001 Jacksonville, NC 28540	Joe McNally 105 Hilda Road Jacksonville	Tom Anderson 207 Julia Court Jacksonville, 28540	Ruth Childers 701 Wood Duck Rd. Hampstead, 28443	Vann Taylor 105 Janie Ave. Jacksonville, 2854
Kinston Holy Innocents	The Rev. Jeffrey Douglas Rt. 4, Box 313 Kinston, NC 28501	Melvin Whitfield Rt. 4, Box 317 Seven Springs	Bryan Hardy Rt. 1, Box 10H Seven Springs 28578	Donna Williams Rt. 1, Box 54 Kinston, NC 28525	Odell Taylor Rt. 1, Box 57 Seven Springs
Kinston St. Augustine's	The Rev. Bonnie Clarke P.O. 2263 Kinston, NC 28501	Donald Pollock 109 N. McLewean Kinston, 28501	Calvin Dixon 308 Dupont Circle Kinston, NC 28501	Lucille Gibson P.O. Box 3016 Kinston, NC 28501	Margaret Dixon 308 Dupont Circle Kinston, NC 28501
Kinston St. Mary's	The Rev. Phillip Craig P.O. Box 1318 Kinston, NC 28501	Mary F. Hodges 1403 Greenbriar Kinston, 28501	Harcourt Burns 2110 Hardee Road Kinston, NC 28501	Elizabeth Deveau 1801 Sunset Ave. Kinston, NC 28501	Irvin Holland, Jr. 112 Circle Drive LaGrange, NC 28551

Church	Priest	Senior Warden	Junior Warden	Clerk	Treasurer
Lake Landing (Engelhard) St. George's	The Rev. Gary Fulton P.O. Box 257 Bath, NC 27808	James Midyette Route 1, Box 192A Engelhard, 27824	Walter Credle Route 1, Box 87A Engelhard, NC 27824	Donna Credle P.O. Box 101 Engelhard, 27824	Lyman Opie P.O. Box 32 Engelhard, NC 278
Lumberton Trinity	The Rev. Russell Johnson P.O. Box 1638 Lumberton, NC 28358	Dencie Page 1506 N. Elm Lumberton, 28358	Rhys Kear 1200 N. Elm Street Lumberton, 28358	Betty Nye 3275 Picadilly Circle Lumberton, 28358	Bonnor Hudson 601 W. 31st St. Lumberton, 28358
Morehead City St. Andrew's	The Rev. C. King Cole 2005 Arendell St. Morehead City, NC 28557	James Christian 216 Murdoch Rd. Newport 28570	James Mercer 137 Oak Drive Morehead City, 28557	Walter White 103 Plantation Rd. Morehead City, 28557	Betty Geiges Rt. 4, Box 273C Newport, NC 28570
Murfreesboro St. Barnabas	Acheson Harden P.O. Box 327 Murfreesboro, 27855				
Nags Head St. Andrew's By-the-Sea	The Rev. Don Porcher P.O. Box 445 Nags Head, NC 27959	Jerry Workman P.O. Box 1325 Kitty Hawk 27949	Burton Jones P.O. Box 607 Manteo, NC 27954	Dottie Pratt 1401 Ketch Lane Kitty Devil Hills	Connie Mebane P.O. Box 387 Manteo, NC 27954
New Bern Christ	The Rev. Edward Sharp P.O. Box 1246 New Bern, NC 28560	Elizabeth Ward 3601 Country Club New Bern, 28562	Ben Parrish 217 Change Street New Bern, NC 28560	Rozanne McCotter 4605 Fairway Dr. New Bern, NC 28562	Rozanne McCotter 4605 Fairway Dr. New Bern, NC 2856
New Bern St. Cyprian's	Mr. Dwight Johnson P.O. Box 809 New Bern, NC 28560	Jasper Hayes 918 Elm Street New Bern 28560	John Robinson P.O. Box 2422 New Bern, NC 28560	Ruth H. Miller 1019 Front Street New Bern, NC 28560	O. T. Faison P.O. Box 728 New Bern, NC 2856
Northwest All Soul's	The Rev. Clem Jordan P.O. Box 475 Riegelwood, NC 28451	Charles Carroll Rt. 2, Box 30A Riegelwood 28456	Robert Pasionek Rt. 1, Box 27 Leland 28451	Yvonne Hamilton Route 1, Box 222 Leland, NC 28451	Mary Pasionek Rt. 1, Box 27 Leland, NC 28451
Oriental St. Thomas	P.O. Box 461 Oriental, NC 28571	George Robinson P. O. Box 761 Oriental, 28571	James Gildard P.O. Box 609 Oriental, NC 28571	Dot Dunford 22 Teaches Cove Oriental, NC 28571	James Bond P.O. Box 539 Oriental, NC 2857

Church	Priest	Senior Warden	Junior Warden	Clerk	Treasurer
Plymouth Grace	The Rev. Fred Fordham 108 Madison Street Plymouth, NC 27962	Bill Flowers P.O. Box 247 Plymouth, 27962	Robert Saunders Rt. 3, Box 105-C Plymouth, NC 27962	Kay Davenport Rt. 1, Box 70 Plymouth, NC 27962	Dana Outten Rt. 2, Box 94 Roper, NC 27970
Roper St. Luke- St. Anne's	The Rev. Web Simons 207 W. Queen Street Edenton, NC 27932	Muril B. Wallace P.O. Box 85 Roper, NC 27970	Doris Downing Rt. 2, Box 352 Roper, NC 27970	Linda Norman Rt. 1, Box 302 Roper, NC 27970	Kathryn Wallace P.O. Box 85 Roper, NC 27970
Roxobel St. Mark's	The Rev. Edward Spruill 112 E. Main Plymouth, NC 27962	John E. Tyler P.O. Box 36 Roxobel, NC 27872		John C. Pegram P.O. Box 208 Roxobel, NC 27872	Thomas Norfleet P.O. Box 100 Roxobel, NC 27872
Shallotte St. James	The Rev. Richard Warner P.O. Box 68 Shallotte, NC 28459	Sky Beamley 446 Lake Shore Sunset Beach	Ralph Heil 622 Triange Trail Sunset Bch 28459	Gloria McQueen Rt. 5, 245I Shallotte, NC 28459	David Stansel Rt. 6, Box 29 Shallotte NC 284
Sladesville St. John's	The Rev. Gary Fulton P.O. Box 257 Bath, NC 27808	Forest Sears Rt. 1, Box 163 Scranton, 27875			Florence Williams Rt. 1, Box 105 Scranton, NC 2787
Southport St. Philip's	P.O. Box 10476 Southport, NC 28461	Gilbert Powell 710 Dale Avenue Soutport 28461	Clifton White 208 E. Eighth St. Southport 28465	George Ellis 319 E. Bay St. Southport, NC 28461	Robert Rollosson 1389 S. Shore Southport, NC 284
Sunbury St. Peter's	P.O. Box 41 Sunbury, NC 27979	Michael Grogan P.O. Box 41 Corapeake, 27926		Tamara Grogan P.O. Box 41 Sunbury, NC 27979	Joyce E. Brown Rt. 1, Box 36 Sunbury, NC 27979
Swan Quarter Calvary	The Rev. Gary Fulton P.O. Box 257 Bath, NC 27808	Louella Swindell Box 55 Swan Quarter, 27885			Mary Lou Harris Rt. 1, Box 69H Fairfield, NC 2782

Church	Priest	Senior Warden	Junior Warden	Clerk	Treasurer
Swansboro St. Peter's	The Rev. John Hagood P.O. Box 337 Swansboro, 28584	Frank Harrington 7308 Archer's Crk Emerald Isle	Woodrow Warren P.O. Box 4340 Emerald Isle 28584	Esther Bristow 105 Stuart Avenue Emerald Isle	Elizabeth Crowell 6 Bluff Rd. Swansboro, 28584
Thomas Ldg (Holly Ridge) St. Philip's	The Rev. Jack Ormond Route 2, Box 229 Holly Ridge, NC 28445	Bill Ward Route 2, Box 255 Holly Ridge 28445	Keith Pierce Route 3, Box 398-AA4 Jacksonville 28540	Jean Hobbs Route 2, Box 229 Holly Ridge 28445	Jean Hobbs Route 2, Bx 229 Holly Ridge 28445
Trenton Grace	The Rev. Robert Torrey P.O. Box 126 Trenton, NC 28585	David Miller P.O. Box 219 Trenton, 28585	Virginia Pollock 250 Trent Farm Field Trenton, 28585	David Miller P.O. Box 127 Trenton, NC 28585	Sue Miller P.O. Box 127 Pollocksville
Vanceboro St. Paul's	The Rev. Tom Noe P.O. Box 466 Vanceboro, NC 28586	Fountain Simpkins P.O. Box 310 Vanceboro, NC	Bill Cleve P.O. Box 335 Vanceboro, 28586	Daphne Cleve P.O. Box 344 Vanceboro, NC 28586	Mavis Simpkins P.O. Box 511 Vanceboro, 28586
Washington St. Paul's	The Rev. Jud Mayfield Route 1, Box 84-A Bath, NC 27808	Cornell McGill Rt. 6, Box 452 Washington, 27889	Charles Jones Rt. 7, Box 173 Washington, 27889	Doris Jones Rt. 7, Box 176 Washington, 27889	Olgia Dawkins Rt. 1, Box 153 Washington, NC 27
Washington St. Peter's	The Rev. Bill Bradbury P.O. Box 985 Washington, NC 27889	Donald Davenport 202 Isabella Ave. Washington, NC	Robert Meek 110 Laurin Place Washington, 27889	Winnie Latham 210 E. 11th Street Washington, 27889	Jack Warren 403 College Ave. Washington, NC 27
Washington Zion	The Rev. Jeremiah Day 407 E. Main Street Washington, NC 27889	Vernon Howell Rt. 5, Box 349A Washington, NC	Odell Cutler Rt. 1, Box 357 Washington, NC 27889	Anne Rogers Rt. 2, Box 501 Washington, NC 27889	Nell Howell Rt. 5, Box 349A Washington, 27889
Whiteville Grace	The Rev. Robert Schriber 105 South Madison Street Whiteville, NC 28472	Willard Seehorn Rt. 1, Box H-28 Whiteville, NC	William Sutton 219 N. Madison Street Whiteville, NC 28472	Kay McNeill 310 N. Franklin Whiteville, NC 28472	Connie Ghent 219 East Columbus Whiteville, NC 28
Williamston Advent	The Rev. James R. Horton P.O. Box 463 Williamston, NC 27892	William J. Miller N. Harrell St. Williamston	Donald Mills 203 Edgewood Avenue Williamston, 27892	Frankie Biggs 203 Crawford St. Williamston, NC 27892	John T. Boykin P.O. Box 506 Williamston, 27892
Wilmington Church of the Servant	The Rev. Joseph W. Cooper 4925 Oriole Drive Wilmington, NC 28403	Joan Ludlum 2720 Columbia Ave. Wilmington 28403	Brian Hudspeth 922 - 41st Street Wilmington 28403	Nancy Johnson 701 Montclair Dr. Wilmington, NC 28403	Trish Williams 102 1/s St. Wilmington, NC 28

Church	Minister	Senior Warden	Junior Warden	Clerk	Treasurer
Wilmington Good Shepherd	The Rev. Ton Whiteside 515 Queen Street Wilmington, NC 28406	Bonnie Sibbett 508 Shuney Ln. Wilmington, NC	Dennis Sealey P.O. Box 323 Leland, NC 28451	Julie Sealy P.O. Box 323 Leland, NC 28451	Bob Sibbett 508 Shuney Lane Wilmington, 28403
Wilmington St. Andrew's The-Sound	The Rev. William Trimble 101 Airlie Road Wilmington, NC 28403	Victor Taylor Bradley Crk Point Wilmington 28403	Dan McLean 234 Huntington Rd. Wilmington NC 28403	Cynthia Rudisill 1618 Country Club Rd. Wilmington, NC 28403	William Young 6309 Pintail Court Wilmigton 28403
Wilmington St. James	The Rev. Robert D. Cook 25 South Third Street Wilmington, NC 28403	William Oakley 514 Wayne Drive Wilmington, NC	Betsy Leonard 1743 S. Live Oak Pkwy Wilmington, NC 28403	John Rawlings 1114 Country Club Wilmington, NC 28403	William N. Smith 1928 Brookhaven R Wilmington, NC 28
Wilmington St. John's	Dr. William E. Dornemann 1219 Forest Hills Drive Wilmington, NC 28403	John Wilson Rt. 3, Box 248A Wilmington, 28403	John R. Andrew 5920 Cedar Ldng Rd. Wilmington, NC 28409	Mary Davis 2612 Willow St. Wilmington, NC 28405	William Wagner 4013 Peachtree Ave Wilmington, NC 28
Wilmington St. Mark's		Lewis Williams 509 N. 8th St. Wilmington, NC	Carl Grantham 113 Barclay Hills Dr. Wilmington, NC 28405	Mildred Washington 1417 Queen Street Wilmington, NC 28401	Russell West 106 Brin Road Castle Hayne, 2842
Wilmington St. Paul's	The Rev. Hamilton Fuller 16 N. Sixteenth St. Wilmington, NC 28401	Julia Starn 413 Wayne Drive Wilmington, NC	Carl Beckett 2210 Chestnut Street Wilmington, NC 28405	Nancy Hosea 1802 Grace Street Wilmington, NC 28405	Melissa Davis 4105 Waylon Road Wilmington, NC 28
Windsor St. Thomas	The Rev. Ashley Hunt P.O. Drawer M Windsor, NC 27983	David Joyner 1103 Powell St. Windsor, NC	Jack Cooper 203 Crescent Drive Windsor, NC 27983	Ann Cowper 401 S. Queen St. Windsor, NC 27983	William Pritchett 1219 Wayland St. Windsor, NC 27983
Woodville (Lewiston) Grace	The Rev. Ed Spruill P.O. Box 429 Lewiston, NC 27849	T. W. Griffin P.O. Box 490 Lewiston, NC	Joseph W. Whitehead Route 1 Lewiston, NC 27849	C. B. Griffin, Jr. P.O. Box 429 Lewiston, NC 27849	C. B. Griffin, Jr. P.O. Box 429 Lewiston, NC 2784

1990

Statistics

VITAL STATISTICS DATA YEAR 90	HOUSE-HOLDS	PRIOR BAPTIZED MEMBERS	PRESENT BAPTIZED MEMBERS	PRIOR CONFIRMED COMM.	PRESENT CONFIRMED COMM.	BAPTISMS		CONFIRMATIONS			SERVICES OF HOLY COMMUNION			MAR-RIAGES	BURI-ALS	OTHER SERV.	AVERAGE ATTEND. 4 KEY SUNDAYS	PUPILS	
						CHILD.	ADULTS	CHILD.	ADULTS	REC'D.	SUNDAYS	WKDAYS	PRIVATE					CHURCH SCHOOL	DAY SCHOOL
1: Ahoskie, St Thomas	81	153	166	136	149	5	0	5	7	2	101	6	17	0	3	7	114	66	0
2: Aurora, Holy Cross	28	47	49	26	27	0	0	0	0	0	48	4	12	1	0	1	20	12	0
3: Bath, St Thomas	38	57	62	55	58	0	2	0	0	0	38	10	13	8	1	15	80	13	0
4: Beaufort, St Paul	254	450	462	381	385	3	1	0	0	0	103	50	15	8	7	12	236	132	0
5: Belhaven, St James	26	36	33	27	24	0	0	0	0	0	36	4	4	0	3	12	32	0	0
6: Belhaven, St Mary	12	27	27	18	18	0	0	0	D	0	39	4	6	0	0	69	21	22	0
7: Burgaw, St Mary	31	57	60	49	53	0	0	0	1	0	49	2	25	0	0	11	42	9	0
8: Chocowinity, Trinity	41	90	76	77	57	0	3	3	0	0	38	7	4	1	6	18	66	37	0
9: Clinton, St Paul	57	118	120	84	90	2	D	0	4	0	103	67	6	0	2	217	9D	50	0
10: Columbia, St Andrew	24	30	29	19	19	2	2	1	4	0	26	2	3	0	1	23	20	0	0
11: Creswell, Christ	10	18	18	14	13	1	0	0	0	0	16	3	0	0	0	0	22	18	0
12: Creswell, Galilee	10	9	12	9	12	2	1	1	2	0	11	0	0	0	0	0	14	19	0
13: Edenton, St John	21	31	29	30	29	0	0	0	0	0	24	3	10	0	1	30	27	7	0
14: Edenton, St Paul	167	326	312	288	275	3	2	4	1	0	91	10	7	2	3	24	193	92	0
15: Elizabeth City, Christ	203	403	359	316	271	9	1	10	1	1	99	17	13	3	5	6	176	83	0
16: Elizabethtown, St Christopher	23	53	63	41	43	3	0	0	0	0	39	2	2	1	0	5	30	19	0
17: Engelhard, St George	20	49	49	30	32	0	0	0	2	0	27	1	0	0	0	23	30	18	0
18: Fairfield, All Saints	4	7	11	5	6	1	2	0	0	0	15	0	1	0	0	12	5	0	0
19: Farmville, Emmanuel	38	64	64	61	60	1	0	0	0	0	43	5	0	0	2	1	51	30	0

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* Indicates incomplete or obsolete data.

VITAL STATISTICS DATA YEAR 90	HOUSE-HOLDS	PRIOR BAPTIZED MEMBERS	PRESENT BAPTIZED MEMBERS	PRIOR CONFIRMED COMM.	PRESENT CONFIRMED COMM.	BAPTISMS		CONFIRMATIONS			SERVICES OF HOLY COMMUNION			MAR-RIAGES	BURI-ALS	OTHER SERV.	AVERAGE ATTEND. 4 KEY SUNDAYS	PUPILS	
						CHILD.	ADULTS	CHILD.	ADULTS	REC'D.	SUNDAYS	WKDAYS	PRIVATE					CHURCH SCHOOL	DAY SCHOOL
20: Fayetteville, Good Shepherd	26	43	41	25	26	0	0	0	0	0	33	2	3	0	0	1	30	23	0
21: Fayetteville, Holy Trinity	371	603	585	456	425	18	0	13	11	1	149	25	12	5	3	1D	266	130	66
22: Fayetteville, St John	326	800	800	650	650	11	1	3	5	2	106	168	18	7	6	213	390	160	0
23: Fayetteville, St Joseph	65	128	135	103	110	2	0	0	1	1	51	5	38	1	4	1	75	30	0
24: Fayetteville, St Paul	122	243	246	106	115	6	0	3	3	2	82	38	3	3	1	10	91	61	0
25: Gatesville, St Mary	21	48	50	30	30	3	0	0	0	0	21	3	0	0	1	30	31	11	0
26: Goldsboro, St Andrew	20	42	40	35	36	0	0	3	0	0	23	6	28	1	1	0	21	3	0
27: Goldsboro, St Francis	74	240	245	161	162	1	0	1	1	1	42	46	14	2	3	16	83	41	0
28: Goldsboro, St Stephen	218	446	472	356	353	14	2	0	3	1	112	66	36	7	10	70	255	129	0
29: Greenville, St Paul	386	729	748	553	579	22	4	1	17	0	137	186	27	17	8	31	333	163	85
30: Greenville, St Timothy	153	369	377	215	229	18	1	16	9	1	114	15	9	7	1	18	253	225	105
31: Grifton, Ss John & Mark	34	81	75	71	64	2	1	2	0	0	50	3	38	1	2	24	42	25	0
32: Hampstead, Holy Trinity	54	74	76	69	87	2	0	0	1	0	52	7	24	2	1	0	73	14	0
33: Havelock, St Christopher	89	239	283	217	225	2	6	0	9	0	99	12	4	3	1	11	120	41	0
34: Hertford, Holy Trinity	47	82	85	73	78	0	0	0	0	2	109	4	2	1	4	8	59	0	0
35: Hope Mills, Christ	88	170	186	105	113	8	5	0	6	D	96	15	10	3	2	244	110	60	0
36: Jacksonville, St Anne	293	927	937	360	356	15	2	0	2	1	102	70	31	5	2	8	237	50	135
37: Kinston, Holy Innocents	69	121	120	104	105	D	0	2	1	0	45	7	0	0	1	16	62	31	0

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* Indicates incomplete or obsolete data.

VITAL STATISTICS DATA YEAR 90	HOUSE-HOLDS	PRIOR BAPTIZED MEMBERS	PRESENT BAPTIZED MEMBERS	PRIOR CONFIRMED COMM.	PRESENT CONFIRMED COMM.	BAPTISMS		CONFIRMATIONS			SERVICES OF HOLY COMMUNION			MAR-RIAGES	BURI-ALS	OTHER SERV.	AVERAGE ATTEND. 4 KEY SUNDAYS	PUPILS	
						CHILD.	ADULTS	CHILD.	ADULTS	REC'D.	SUNDAYS	WKDAYS	PRIVATE					CHURCH SCHOOL	DAY SCHOOL
38: Kinston, St Augustine	37	61	66	48	55	3	0	3	2	0	34	2	0	0	0	16	43	13	0
39: Kinston, St Mary	339	589	593	501	500	2	0	0	1	0	104	133	120	5	6	284	249	187	110
40: Lumberton, Trinity	127	235	242	168	184	1	1	3	10	1	105	53	0	0	1	47	115	81	0
41: Morehead City, St Andrew	258	609	640	449	481	16	7	0	18	6	154	84	76	3	7	12	441	240	0
42: Nags Head, St Andrew	293	429	441	280	313	21	0	0	10	1	142	60	30	17	2	32	367	120	27
43: New Bern, Christ	466	1,243	1,296	890	948	10	1	11	13	0	84	83	18	9	13	192	472	203	0
44: New Bern, St Cyprian	38	65	64	55	54	1	0	0	0	0	25	3	2	0	2	33	51	29	0
45: Northwest, All Souls	17	31	58	25	21	6	25	0	0	0	35	2	0	1	0	2	28	10	0
46: Oriental, St Thomas	65	104	115	110	114	1	2	0	1	2	56	22	4	4	0	19	97	20	0
47: Plymouth, Grace	51	112	117	117	121	3	1	0	4	0	96	25	30	3	4	0	87	16	0
48: Roper, St Luke\St Anne	21	26	34	25	28	6	0	0	0	1	23	7	1	1	3	33	25	6	0
49: Roxobel, St Mark	12	22	24	14	15	2	0	2	0	0	148	0	0	0	0	0	0	0	0
50: Shallotte, St James	72	110	122	86	95	1	1	2	1	2	98	58	4	4	2	10	128	20	0
51: Scranton, St John	7	13	13	5	5	0	0	0	0	0	23	0	0	0	0	25	9	0	0
52: Southport, St Philip	138	240	246	199	199	8	0	0	2	0	28	6	12	3	6	0	102	55	0
53: Sunbury, St Peter	9	20	20	12	12	0	0	0	0	0	23	0	0	0	1	29	29	11	0
54: Swan Quarter, Calvary	5	7	6	6	6	0	0	0	0	0	9	0	1	0	1	11	3	0	0
55: Swansboro, St Peter	78	189	171	150	142	3	1	2	5	1	103	14	104	2	3	9	131	32	0
56: Thomas Landing, St Philip	21	40	33	34	29	1	0	0	0	0	24	2	0	2	1	31	38	9	0

DIOCESE OF EAST CAROLINA, Page: 3

* indicates incomplete or obsolete data.

VITAL STATISTICS DATA YEAR 90	HOUSE-HOLDS	PRIOR BAPTIZED MEMBERS	PRESENT BAPTIZED MEMBERS	PRIOR CONFIRMED COMM.	PRESENT CONFIRMED COMM.	BAPTISMS		CONFIRMATIONS			SERVICES OF HOLY COMMUNION			MAR-RIAGES	BURI-ALS	OTHER SERV.	AVERAGE ATTEND. 4 KEY SUNDAYS	PUPILS	
						CHILD.	ADULTS	CHILD.	ADULTS	REC'D.	SUNDAYS	WKDAYS	PRIVATE					CHURCH SCHOOL	DAY SCHOOL
57: Trenton, Grace	14	28	27	27	26	0	0	0	0	0	31	16	0	0	1	17	13	10	0
58: Vanceboro, St Paul	32	52	53	51	51	0	0	0	0	0	50	3	43	1	2	14	34	0	0
59: Weshington, St Paul	37	52	56	53	55	0	1	0	0	0	39	4	13	0	2	67	29	24	0
60: Washington, St Peter	213	847	501	691	422	7	0	16	2	1	104	106	24	6	15	26	273	94	42
61: Washington, Zion	38	71	73	50	52	1	0	1	2	0	35	4	3	1	0	0	38	6	0
62: Whiteville, Grace	42	93	84	84	75	0	0	0	1	0	99	61	41	0	3	97	85	44	0
63: Williamston, Advent	75	157	152	137	129	2	1	0	2	0	26	35	1	2	0	20	68	34	0
64: Wilmington, Good Shepherd	117	162	182	140	157	4	0	0	0	1	105	35	24	1	1	15	92	36	0
65: Wilmington, St Andrew	196	437	399	437	313	19	1	0	9	0	106	52	60	12	1	52	320	100	0
66: Wilmington, St James	643	1,172	1,214	989	1,040	23	1	18	14	0	79	82	9	21	15	5	514	322	80
67: Wilmington, St John	431	977	980	784	829	14	2	14	5	2	156	224	18	18	12	71	459	232	0
68: Wilmington, St Mark	194	194	190	194	194	0	0	0	2	D	60	20	4	2	2	40	93	51	0
69: Wilmington, St Paul	170	201	344	169	232	5	1	0	9	3	107	121	30	9	4	0	209	81	0
70: Wilmington, Servant	88	203	186	144	136	3	0	1	4	1	47	6	24	4	3	30	146	86	0
71: Windsor, St Thomas	75	189	186	145	144	3	0	2	0	0	46	21	51	3	2	24	57	0	0
72: Woodville, Grace	14	30	28	22	19	1	0	0	0	0	10	1	1	0	1	40	30	16	0
73: Yeatesville, St Matthew	6	6	4	6	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL:	7,983	16,426	16,462	12,652	12,564	323	82	143	208	37	4,783	2,220	1,183	223	201	2,500	8,701	4,012	650

DIOCESE OF EAST CAROLINA, Page: 4

* Indicates incomplete or obsolete data.

FINANCIAL STATISTICS DATA YEAR 90	PLEDGES FOR NEXT YEAR		RECEIPTS			DISBURSEMENTS				CLERGY SALARIES (IN $100)		NET DISPOSABLE BUDGET INCOME	PROPERTY VALUE	INSURANCE
	PLEDGING HOUSE-HOLDS	AMOUNT PLEDGED	PLATE AND PLEDGE	$ PER HSHLD PER WK	TOTAL RECEIPTS	DIOCESE AND GEN. CHURCH	OTHER OUTSIDE	PARISH EXPENSES	TOTAL	RECTOR	OTHERS			
1: Ahoskie, St Thomas	63	93,688	79,022	18.76	88,891	15,000	5,592	69,374	103,363	220	0	85,746	359,000	343,000
2: Aurora, Holy Cross	19	7,590	10,134	6.96	13,003	700	0	14,625	19,622	40	0	13,003	234,500	267,615
3: Bath, St Thomas	54	60,361	55,516	28.10	64,863	9,610	11,424	38,662	61,550	215	0	58,617	431,700	431,700
4: Beaufort, St Paul	156	119,000	123,484	9.35	129,966	24,516	4,827	93,290	122,633	286	0	129,966	795,523	744,023
5: Belhaven, St James	27	24,970	23,960	17.72	28,205	4,390	880	19,097	24,367	0	133	28,205	200,500	180,500
6: Belhaven, St Mary	9	8,400	6,001	9.62	6,001	700	323	4,854	5,877	39	0	6,001	70,000	40,000
7: Burgaw, St Mary	24	24,502	24,186	15.00	27,390	2,200	3,814	18,247	24,261	24	0	26,828	205,000	180,000
8: Chocowinity, Trinity	23	29,742	35,398	16.60	50,237	2,640	3,877	29,703	48,513	95	0	38,803	569,000	550,000
9: Clinton, St Paul	47	58,880	55,964	18.88	72,585	2,600	3,173	61,558	67,331	250	0	63,576	0	0
10: Columbia, St Andrew	9	7,680	11,111	8.90	12,735	5,676	710	6,479	16,365	0	0	12,552	104,100	104,100
11: Creswell, Christ	4	5,220	6,769	13.02	13,737	845	3,960	2,942	13,737	36	0	13,737	240,500	1,165,878
12: Creswell, Galilee	0	0	3,216	6.18	3,800	250	0	3,166	5,811	0	0	3,800	0	0
13: Edenton, St John	18	11,772	11,240	10.29	14,739	1,725	0	9,172	10,897	0	0	14,034	0	0
14: Edenton, St Paul	118	155,354	163,925	18.88	191,093	29,410	1,723	147,401	178,534	0	0	191,093	0	0
15: Elizabeth City, Christ	159	133,144	132,794	12.58	216,982	26,350	10,963	184,418	221,731	294	0	165,342	1,128,250	1,128,250
16: Elizabethtown, St Christopher	0	0	31,713	26.52	35,163	4,100	168	26,889	31,157	0	46	34,379	248,900	218,900
17: Engelhard, St George	0	14,780	12,420	11.94	21,669	2,473	590	13,236	16,299	0	101	21,669	0	0
18: Fairfield, All Saints	0	2,373	2,373	11.41	2,406	200	0	123	323	16	0	2,373	0	0
19: Farmville, Emmanuel	30	30,600	35,696	18.06	40,018	3,500	398	24,897	28,795	198	14	37,988	168,000	150,000

DIOCESE OF EAST CAROLINA, Page: 1

* Indicates incomplete or obsolete data.

FINANCIAL STATISTICS DATA YEAR 90	PLEDGES FOR NEXT YEAR		RECEIPTS			DISBURSEMENTS				CLERGY SALARIES (IN $100)				
	PLEDGING HOUSE-HOLDS	AMOUNT PLEDGED	PLATE AND PLEDGE	$ PER HSHLD PER WK	TOTAL RECEIPTS	DIOCESE AND GEN. CHURCH	OTHER OUTSIDE	PARISH EXPENSES	TOTAL	RECTOR	OTHERS	NET DISPOSABLE BUDGET INCOME	PROPERTY VALUE	INSURANCE
20: Fayetteville, Good Shepherd	4	3,432	9,121	6.75	11,201	1,200	3,573	9,847	14,620	0	0	10,557	173,426	166,686
21: Fayetteville, Holy Trinity	122	167,357	206,970	10.73	257,446	43,116	18,492	165,238	226,846	0	0	232,815	1,113,545	1,038,545
22: Fayettaville, St John	212	237,242	261,623	15.43	349,518	51,000	6,631	237,601	327,934	222	90	330,778	2,598,100	2,233,100
23: Fayetteville, St Joseph	42	56,572	55,478	16.41	62,779	3,000	741	23,898	32,171	120	0	56,390	654,022	243,100
24: Fayetteville, St Paul	52	62,438	56,784	8.95	74,318	3,710	3,058	59,879	66,647	215	0	58,870	287,100	257,100
25: Gatesville, St Mary	22	15,500	14,182	12.99	16,064	1,500	0	12,984	14,484	108	0	16,064	0	0
26: Goldsboro, St Andrew	20	15,240	12,988	12.49	14,219	1,420	1,536	11,236	14,192	0	33	13,824	83,000	65,000
27: Goldsboro, St Francis	49	78,300	71,803	18.66	121,400	19,259	3,752	81,318	104,329	143	0	71,803	469,040	366,000
28: Goldsboro, St Stephen	151	202,533	181,305	15.99	234,295	34,000	3,130	153,202	199,646	275	0	192,320	1,426,570	1,589,000
29: Greenville, St Paul	228	265,944	270,169	13.46	302,321	48,945	12,612	229,271	290,828	329	250	276,125	977,100	977,100
30: Greanville, St Timothy	113	179,965	157,962	19.85	182,896	13,500	750	161,674	175,924	348	0	182,896	723,914	651,914
31: Grifton, Ss John & Mark	9	8,100	23,926	13.53	27,223	2,500	1,170	25,135	28,805	1	0	27,223	179,700	0
32: Hampstead, Holy Trinity	39	45,218	40,640	14.47	74,731	5,102	1,900	55,191	155,691	210	0	44,750	118,498	20,000
33: Havelock, St Christopher	56	44,393	45,925	9.92	46,875	600	310	44,288	45,198	247	0	45,925	550,000	400,000
34: Hertford, Holy Trinity	45	39,193	39,769	16.27	113,734	3,100	2,117	100,830	106,047	223	0	50,979	549,700	542,700
35: Hope Mills, Christ	42	46,750	52,315	11.43	117,005	5,640	1,446	57,450	64,536	211	0	109,382	509,800	314,800
36: Jacksonville, St Anne	149	165,802	168,697	11.07	191,903	24,500	7,159	148,259	186,466	315	0	185,067	963,000	930,000
37: Kinston, Holy Innocents	53	35,785	40,733	11.35	44,429	4,000	271	25,881	30,152	134	0	43,697	0	0

DIOCESE OF EAST CAROLINA, Page: 2

* Indicates incomplete or obsolete data.

FINANCIAL STATISTICS DATA YEAR 90	PLEDGES FOR NEXT YEAR		RECEIPTS			DISBURSEMENTS				CLERGY SALARIES (IN $100)				
	PLEDGING HOUSE-HOLDS	AMOUNT PLEDGED	PLATE AND PLEDGE	$ PER HSHLD PER WK	TOTAL RECEIPTS	DIOCESE AND GEN. CHURCH	OTHER OUTSIDE	PARISH EXPENSES	TOTAL	RECTOR	OTHERS	NET DISPOSABLE BUDGET INCOME	PROPERTY VALUE	INSURANCE
38: Kinston, St Augustine	24	20,230	17,439	9.06	18,338	1,700	450	12,502	14,652	160	0	18,141	210,100	174,200
39: Kinston, St Mary	217	256,000	250,276	14.20	290,004	49,167	2,991	239,200	387,644	434	66	286,366	3,775,000	3,042,000
40: Lumberton, Trinity	77	96,873	105,512	15.98	152,375	14,800	6,089	97,333	153,531	248	0	112,459	645,000	616,004
41: Morehead City, St Andrew	189	219,252	269,729	20.11	348,106	53,779	72,197	196,368	378,887	297	117	299,012	1,189,100	1,139,100
42: Nags Head, St Andrew	206	174,659	172,440	11.32	204,180	26,000	9,868	138,077	213,094	275	190	177,879	1,101,477	894,400
43: New Bern, Christ	400	433,000	439,057	18.12	538,346	93,030	52,067	316,956	497,945	461	179	455,204	5,563,256	4,556,930
44: New Bern, St Cyprian	25	20,000	22,550	11.41	37,070	4,000	0	34,951	38,951	0	26	37,070	1,241,000	1,227,000
45: Northwest, All Souls	10	12,056	14,898	16.85	15,598	1,650	546	11,468	15,872	63	0	15,598	166,400	177,900
46: Oriental, St Thomas	54	56,000	59,822	17.70	66,695	5,000	700	48,590	54,290	54	84	60,041	538,400	503,400
47: Plymouth, Grace	28	30,784	39,801	15.01	41,171	2,140	424	40,082	44,066	193	0	41,104	595,000	216,500
48: Roper, St Luke\St Anne	12	8,184	10,224	9.36	12,624	1,380	433	9,904	11,717	0	0	12,239	0	0
49: Roxobel, St Mark	8	4,265	5,868	9.40	6,818	400	699	4,836	8,599	16	0	6,719	82,000	0
50: Shallotte, St James	45	49,216	49,453	13.21	78,572	3,000	3,436	69,387	86,270	229	0	51,215	297,000	188,000
51: Scranton, St John	0	0	2,903	7.98	2,903	200	0	2,169	2,369	0	16	2,903	0	0
52: Southport, St Philip	76	60,974	66,487	9.27	76,262	4,860	2,600	68,786	76,246	0	0	69,547	432,380	305,000
53: Sunbury, St Peter	5	0	8,398	17.94	15,822	1,000	1,019	8,099	14,418	0	0	10,570	78,200	0
54: Swan Quarter, Calvary	0	0	2,936	11.29	2,936	262	0	2,290	2,552	0	16	2,936	0	0
55: Swansboro, St Peter	73	55,080	48,298	11.91	56,198	3,000	1,572	51,664	60,573	225	0	52,369	238,300	226,300
56: Thomas Landing, St Philip	0	0	9,469	8.67	10,619	750	3,286	5,794	9,830	0	0	10,619	138,777	132,777

* Indicates incomplete or obsolete data.

FINANCIAL STATISTICS DATA YEAR 90	PLEDGES FOR NEXT YEAR		RECEIPTS			DISBURSEMENTS				CLERGY SALARIES (IN $100)				
	PLEDGING HOUSE-HOLDS	AMOUNT PLEDGED	PLATE AND PLEDGE	$ PER HSHLD PER WK	TOTAL RECEIPTS	DIOCESE AND GEN. CHURCH	OTHER OUTSIDE	PARISH EXPENSES	TOTAL	RECTOR	OTHERS	NET DISPOSABLE BUDGET INCOME	PROPERTY VALUE	INSURANCE
57: Trenton, Grace	14	4,000	5,578	7.66	7,369	500	336	8,278	9,114	50	0	7,183	132,700	129,200
58: Vanceboro, St Paul	0	0	16,492	9.91	21,879	900	50	15,045	17,971	0	0	20,879	235,229	190,229
59: Washington, St Paul	31	7,550	12,328	6.41	12,328	0	249	11,902	20,797	48	0	12,328	123,700	103,700
60: Washington, St Peter	261	267,513	264,085	23.84	275,761	59,430	5,487	228,227	297,318	302	0	266,585	1,725,869	1,595,852
61: Washington, Zion	7	0	18,773	9.50	31,498	1,200	562	20,511	29,273	95	0	22,295	370,000	191,696
62: Whiteville, Grace	26	43,820	61,876	28.33	64,708	5,200	2,413	59,560	67,173	200	0	61,929	525,000	481,000
63: Williamston, Advent	62	95,140	86,223	22.11	98,350	18,324	5,839	69,427	105,757	324	0	87,987	1,550,600	1,373,040
64: Wilmington, Good Shepherd	58	36,000	42,606	7.00	58,606	3,300	300	65,254	68,854	198	0	42,606	425,700	421,700
65: Wilmington, St Andrew	147	175,129	158,736	15.57	162,502	15,000	3,116	149,769	210,163	278	72	161,136	0	0
66: Wilmington, St James	391	325,000	316,775	9.47	591,425	63,000	25,600	268,289	617,770	350	180	387,659	3,055,550	0
67: Wilmington, St John	249	266,875	287,718	12.84	604,563	67,647	26,174	231,663	325,484	295	158	596,410	2,661,628	2,484,000
68: Wilmington, St Mark	0	0	42,932	4.26	55,185	2,400	1,789	24,324	40,024	0	0	49,988	0	0
69: Wilmington, St Paul	88	73,656	73,779	8.35	93,213	8,400	17,725	142,854	227,826	317	0	79,435	450,280	1,680,000
70: Wilmington, Servent	53	55,974	55,878	12.21	84,351	500	2,146	83,786	86,432	222	0	82,754	0	0
71: Windsor, St Thomas	34	42,231	68,167	17.48	72,731	8,517	1,625	66,539	76,681	248	0	72,731	495,000	450,380
72: Woodville, Grace	12	8,700	8,729	11.99	10,364	2,700	1,900	5,112	9,712	0	0	10,364	192,000	0
73: Yeatesville, St Matthew	0	0	772	2.47	3,972	0	0	3,561	3,561	30	0	772	40,000	0
GRAND TOTAL:	5,050	5,355,991	5,652,319	13.62	7,499,282	926,113	374,758	5,183,872	7,371,098	10,441	1,774	6,582,209	44,406,134	37,799,319

DIOCESE OF EAST CAROLINA, Page: 4

* Indicates incomplete or obsolete data.

Diocese of East Carolina

CONSTITUTION, CANONS
AND RULES OF ORDER
OF THE DIOCESE OF EAST CAROLINA
AND
CHARTER AND BY-LAWS
OF THE EPISCOPAL FOUNDATION
OF THE
DIOCESE OF EAST CAROLINA, INCORPORATED

1991

Constitution

ARTICLE I

Territorial Limits

This Diocese as established by the Sixty-seventh Convention of the Diocese of North Carolina, in May, 1883, at Charlotte, embracing all that portion of the territory of the State of North Carolina, which includes the counties of Hertford, Bertie, Martin, Pitt, Greene, Wayne, Sampson, Cumberland, Hoke and Robeson, and all the counties lying between these counties and the Atlantic Ocean, shall be known as the Diocese of East Carolina.

ARTICLE II

Accession to Consitution of Protestant Episcopal Church in the United States of America

The Church in this Diocese accedes to the Constitution and Canons of that branch of the Holy Catholic Church known as the Protestant Episcopal Church in the United States of America, and recognizes the authority of the General Convention thereof,

ARTICLE III

Time and Place of Meeting of Annual Convention

Section 1. There shall be an Annual Convention to meet within the Diocese at such time and place as may be determined by the next preceding Convention, or in the event of no such determination, at such time and place as may be agreed upon by the Bishop and Standing Committee, or appointed by the Standing Committee, in case of the disability of the Bishop, or a vacancy in his office.

Section 2. But the time or place of such meeting may be changed or Special Conventions may be called by the Bishop and Standing Committee or by the Standing Committee in case of disability or vacancy as provided in the preceding section, subject nevertheless to such Canonical provisions as may hereafter be made; provided that no Special Convention shall be called without at least thirty days notice, which notice shall be mailed by the Secretary of the Convention at least twenty days before the meeting of such Special Convention to each Clergyman entitled to a seat in the Convention, and to each Clerk of such Parish as has no Rector in charge, and to the Clerk of each Mission that has no missionary in charge, and shall specify the business and purpose for which said Special Convention is to be held; and no other business shall be proposed or acted upon except by a concurrent vote of two-thirds ot both orders present, voting by orders.

Section 3. Election shall be held by the several Vestries, or at the option of each Vestry, by the congregation, for delegates to special Conventions; but in the event of the failure to elect such delegates, those who were elected to the preceding Annual Convention—subject to the provisions of Article IV, Sections 3 and 4 of this Constitution—shall hold over.

ARTICLE IV
Personnel of Convention

Section 1. The Convention shall be composed of the two Orders—Clerical and Lay. The Bishop of the Diocese, or in his absence, the Bishop in charge as representing the Episcopal Authority shall, if present, preside at all meetings of the Convention.

The Bishop Coadjuter and the Bishop-Suffragan, if there be such, shall be entitled to seats and votes in the Convention, and if there be none such present, the Convention shall elect its presiding officer.

Section 2. Every Clergyman of the Church having been Canonically connected with and resident within the Diocese for three months next preceding any meeting of the Convention, including such portion of the time as he may have been a candidate for Orders, shall be entitled to a seat and vote in the Convention except in the election of a Bishop, in which case such connection and residence must have been for six months to entitle him to vote; provided, that the restriction as above in regards to residence shall not apply to professors, tutors or students in any institution of learning maintained in whole or in part by this Church, or to the clerical officers or agents of the Executive Council of the Episcopal Church or to Chaplains in the Armed Forces: provided further that any Clergyman who has been Canonically connected with the Diocese for at least three years and who has not been in attendance at one of the last three annual Conventions shall have seat and voice, but no vote, at any meeting of the Convention.

Section 3. (a) Each church within the Diocese, whether a parish or mission, shall be entitled to be represented by lay delegates according to the number of its confirmed communicants in good standing of sixteen years of age or older, as follows: from 10 to 50 such communicants, 1 lay delegate; from 51 to 100 such communicants, 2 lay delegates; from 101 to 300 such communicants, 3 lay delegates; from 301 to 500 such communicants, 4 lay delegates; over 500 such communicants, 5 lay delegates. The number of confirmed communicants in good standing of sixteen years of age or older shall be determined from each church's parochial report as of December 31st preceding the annual Convention. Each church's delegates shall be chosen by the Vestry, or at the option of the Vestry, by election by the congregation, from the confirmed communicants in good standing of sixteen years of age or older of the church.

(b) Any Parish or Mission within the Diocese, which has been acknowledged by the Bishop as the sponsoring parish or mission of a College or University Student Fellowship, shall be entitled to be represented by one additional student lay delegate. The student delegate shall be chosen by the Vestry by the sponsoring parish, or at the option of the Vestry, by election of the Student Fellowship.

Section 4. Each church shall be entitled to select one alternate lay delegate for each of its lay delegates, such alternate delegates to be chosen in the same manner as the delegates.

Section 5. (a) It shall be unlawful for the Convention to exclude or suspend from Lay representation any Parish or Mission neglecting or refusing to appoint delegates to the Convention for two successive years, or neglecting or refusing to comply with any

lawful requirement of the Convention; providing, that a vote of a majority of all the clergy present in the Convention, and two-thirds of the lay delegates present in the Convention shall be required for such exclusion or suspension.

(b) Any Parish or Mission which fails to keep or cause the keeping of the records or to file or cause the filing of the reports required by the canonical provisions shall be denied any representation at the next annual Convention and each one thereafter until such records are brought current and such reports are filed. However, if good cause is shown in the opinion of the Convention delegates, the Parish or Mission may be relieved of the penalty prescribed by this paragraph by a vote in favor of such relief by two-thirds of the delegates voting on the question. If a vote by orders is called for, relief of the penalty must carry by two-thirds of the votes cast in each order.

Section 6. If any Parish or Mission shall neglect or decline to appoint Lay Delegates, or shall have been excluded or suspended from the right of doing so by the Convention, or if any or all those appointed shall not be present, such Parish or Mission shall nevertheless be bound by the acts of the Convention.

Section 7. In a vote by Orders and Parishes in any session of the Convention, no delegation from any church shall have a vote if such church has not been represented in at least one of the last three, consecutive, regular annual meetings of the Convention.

ARTICLE V
Powers of Convention

Section 1. The Convention shall be sole judge of the election and qualification of its own members. It shall have power to adopt Rules of Order for its own government, elect officers and raise funds; and shall have such other legislative powers as may be necessary and proper for the well-being of the Diocese.

Section 2. The Convention shall have no power to pass any Canon infringing the Episcopal Authority, but may adopt resolutions of advice or inquiry or institute any proceedings deemed necessary for the purpose of impeachment of the Bishop.

ARTICLE VI
Quorum

To constitute a quorum for the purpose of ordinary business the presence of a majority of all the clergy entitled to a seat and vote (exclusive of non-parochial clergy) and of a majority of the lay delegates entitled to representation in the Convention shall be necessary. Any less number shall be competent to receive reports and to adjourn.

ARTICLE VII
When to Vote by Orders
When to Vote by Orders and Parishes
When to Vote by Delegates

Section 1. Upon any question before the Convention when it may be required by any one clerical or lay member, the two Orders shall vote separately. If a vote by Orders is required, each clerical

member shall be entitled to one vote and each lay member to one vote and concurrence of majorities of both Orders shall be necessary to a decision. If a vote by Orders and Parishes is required, each clerical member shall be entitled to one vote; the delegation from each church with five lay delegates shall be entitled to one vote, the delegation from each church with four lay delegates shall be entitled to four-fifths vote, the delegation from each church with three lay delegates shall be entitled to three-fifths vote, the delegation from each church with two lay delegates shall be entitled to two-fifths vote, the delegation from each church with one lay delegate shall be entitled to one-fifth vote; and a concurrence of majorities of both Orders shall be necessary to a decision. When no such division is called for, each member of the Convention shall be entitled to one vote.

Section 2. All elections shall be by ballot unless otherwise unanimously ordered.

ARTICLE VIII

Officers of Convention

Section 1. The Convention shall annually elect a Secretary, a Treasurer, a Chancellor and a Historiographer.

Section 2. Should there at any time be no such election, then the officers last before elected shall hold over until such election shall be had.

Section 3. Should the office of Secretary, Treasurer, Chancellor or Historiographer become vacant at any time preceding the annual election, the Ecclesiastical Authority shall power to fill the vacancy till such time as election shall be held.

ARTICLE IX

Standing Committee

Section 1. The Standing Committee shall consist of three clergymen of the Diocese and three lay persons, confirmed communicants in good standing of sixteen years or older and residents of the Diocese. The members of the Standing Committee shall be elected by the Convention for three year terms, with one clergyman and one lay person elected annually; provided that the number elected and the terms may be varied initially to produce such staggered terms. No member who has served on the Committee shall be eligible for re-election, or appointment to fill a vacancy, until one year after the expiration of his term. The Committee shall elect its President and Secretary annually and shall have power to fill, until the next Annual Convention, any vacancy that may occur on the Committee.

Section 2. In case of the absence or inability of the Bishop, the duties assigned to him by this Constitution shall be performed by the Bishop-Coadjuter (if there be one), in so far as it is not inconsistent with the Constitution and Canons of the General Convention.

Section 3. Where there is no Bishop the Standing Committee shall be the Ecclesiastical Authority of the Diocese, and, as such,

may invite the temporary services of other Bishops, and, for due cause, may change the time or place of the annual meetings of the Convention, and they may also summon special Conventions, and shall do so upon the call of one-third of the Clergy of the Diocese, or of one-third of the Parishes in union with the Convention, as appearing upon the lists of the Journal last before published. And although there be a Bishop, the Standing Committee shall have power to call Special Conventions for the purpose of proceedings relative to his impeachment, and shall do so upon a similar requisition by the Clergy or Laity.

ARTICLE X

Organization of Missionary Congregations

Section 1. Any ten or more confirmed comminicants in good standing of sixteen years of age or older may organize themselves into a Mission, and be received into union with the Convention, by taking such steps as may be provided for by Canon.

Section 2. The Bishop of the Diocese may, with the written consent of the Rector of any Parish (a copy of which shall be filed with the Historiographer of the Diocese), establish, within the limits of such Parish, Missionary Congregations, whose Ministers shall be independent of the Rector and responsible to the Ecclesiastical Authority only; provided, that with the advice and consent of the Standing Committee, the Bishop shall have power to establish such independent Missionary Congregations without the consent of the Rector.

ARTICLE XI

Authority of Rectors

Section 1. Any Presbyter regularly called to the charge of a Parish and entering thereupon shall, during the time of such charge, be held to be the Rector of said Parish.

Section 2. The Rector is recognized as having, by virtue of his office, the exclusive regulation, under his Canonical superiors, of all spiritual concerns of the Parish; as being entitled at all times to have access to the Church building and to open the same for services or instruction of this Church as he may deem proper; to call meetings of the Vestry or congregation, when present to preside at the same, and in case of a tie to give the deciding vote.

ARTICLE XII

Canons for Trial of Clergymen

The Convention shall pass Canons for the trial of Clergymen.

ARTICLE XIII

Rule of Voting for Election of a Bishop, Bishop Coadjutor, or Bishop Suffragan

In the election of a Bishop, or Bishop Coadjutor, or a Bishop Suffragan, the Convention shall vote by ballot and by Orders and

Parishes, as described in Article VII, Section 1, and the concurrence of a majority of all the clergy entitled to seats in the Convention and a majority of the lay delegates voting by parishes (churches) shall be necessary to an election. All clergymen who have been retired on account of age or disability and all non-parochial clergy are entitled to a seat and, if otherwise entitled thereto, to a vote in the Diocesan Convention, but their absence at any Convention shall not be counted in determining a constitutional majority.

ARTICLE XIV

Rules of Voting in Parochial and Mission Elections

In all Parochial and Missions Elections, those entitled to vote therein shall meet the following qualifications.:

1. Be confirmed.
2. Be sixteen (16) years of age or older.
3. Be a communicant in good standing of the Parish or Mission.
4. Shall have subscribed the following declaration, to wit:

   We the undersigned, do hereby consent to be governed by the Constitution and Canons of the Church, as set forth in the General Convention, and by the Constitution and Canons of the Church in this Diocese.

ARTICLE XV

Method of Amending Canons

No new Canon shall be passed, nor shall any existing Canon be amended, upon the day upon which said new Canon or amendment may be proposed, without unanimous consent. Nor, without a similar consent shall the question upon the passage of such Canon or amendment be finally put without previous reference to a committee.

ARTICLE XVI

Method of Amending the Constitution

Any proposition to alter this Constitution shall be made in writing, and if approved by a majority of the Convention, shall be submitted to the next Convention; and if then approved by a majority of each of the two Orders present, voting by Orders and Parishes as described in Article VII, it shall become a part of this Constitution.

ARTICLE XVII

When Amendments Become Effective

All Constitutional amendments shall take effect from and after the adjournment of the Convention at which they shall have been ratified, unless it shall be otherwise ordered by a vote by Orders.

CANONS

CANON 1

List of Members of the Convention and Committees

Section 1. Clergy. It shall be the duty of the Secretary, before the opening of the Annual Convention, to apply to the Ecclesiastical Authority for a correct list of the Clergy entitled to seats. Such lists shall be prima facie evidence of said title, and from it the Secretary shall prepare the roll for the purpose of organization.

Section 2. Laity. The Clerk of the Vestry of each Parish and the Clerk of each Mission electing Lay Delegates to the Convention shall furnish three certificates of said election, whereof one shall be handed to the Delegates elect, one shall be forwarded to the Secretary of the Convention, and one to the Minister of the Parish where the Convention is to be held, the latter two to be mailed at least two weeks before the time appointed for the opening session. From these certificates the Secretary shall prepare a list of Lay delegates to ascertain the presence of a quorum, and shall insert no name upon the list without the evidence of one of said certificates, unless specially directed by the Convention. Defective or doubtful certificates shall be laid aside to be acted upon after the Convention shall have been organized.

Section 2.1 Communicant. Wherever the word communicant appears in these canons, such word is hereby defined to mean "a confirmed communicant in good standing of sixteen years of age and over."

Section 3. Ex-Officio Members. The Trustees of the Diocese, the members of the Standing Committee, the members of the Executive Council, the Directors of the Episcopal Foundation of the Diocese of East Carolina, Incorporated, the members of committees and commissions elected by the Convention, the Secretary, Treasurer, Chancellor, and Historiographer shall be ex-officio members of the Convention, but without the right to vote.

Section 4. The following committees shall be included in the committees of the Convention:

(a) The Committee on Canons shall consist of three clergymen and three lay persons, appointed by the Bishop at the annual Convention.

(b) The Committee on Relations to and Communications from the General Convention shall consist of the elected clerical and lay deputies to the General Convention and such other persons, not exceeding four, as may be appointed by the Bishop at the annual Convention; the clerical deputy elected by the largest number of votes shall be chairman of the committee.

(c) The Diocesan Convention Committee shall consist of three clergymen and four lay persons, appointed by the Bishop. The Secretary of the Convention and the Chairman of the Liturgical Commission shall be ex-officio members of the committee. The committee shall make recommendations with regard to the dates and places of annual and special Conventions, shall make proper arrangements for each meeting, shall

set registration fees and other charges, shall prepare and submit annually to the Finance Department a budget for expenses of the Convention and for publication of the Diocesan Journal, shall keep records of receipts, disbursements and proceedings, and shall perform such other duties as may be assigned by the Convention or by the Bishop.

(d) The Committee on the Bishop's Address shall consist of two clergymen and three lay persons, appointed by the Bishop. The committee shall consider the Bishop's Annual Address and shall report to the Convention as the committee deems appropriate.

CANON 2

Services

On the first morning of any annual or special meeting of the Convention the Holy Communion shall be administered.

CANON 3

Rules of Order

The Convention shall adopt Rules of Order, which shall continue in force until altered.

CANON 4

Secretary

Section 1. The Secretary shall issue notices of all meetings of the Convention under direction of the Ecclesiastical Authority. He shall prepare the Canonical list of the Clergy and Lay Delegates entitled to seats therein. In the Absence of both the Bishop and the President of the Standing Committee, he shall call the Convention to order for the purpose of organization. He shall keep a record of its proceedings, under its direction, in a suitable book to be kept for that purpose. He shall be admitted to a seat in the Convention and to participation in its deliberations, without the right of voting.

Section 2. He shall prepare and issue the Journals as may from time to time be directed by the Convention, and shall preserve thirty copies of the same for the use of the members of the next succeeding Convention, together with such other papers in his keeping as he may think likely to be required for reference. He shall also prepare a complete list of the parishes and missions entitled to representation and shall publish such list in the Journal.

Section 3. He is hereby authorized upon voucher approved by the Chairman, or other designated member of the Department of Finance to draw upon the Treasurer for the amount of expenses necessarily incurred from time to time, in discharging the duties prescribed by this Canon.

Section 4. The Secretary of each Parish and Mission is directed to transmit to the Secretary of the Diocese, as soon as practical after the election of delegates to each annual Convention of the Diocese, a list showing the names of the delegates and alternates to said Convention from his Parish or Mission.

CANON 5
Treasurer

The Treasurer shall have custody of all funds, monies and securities belonging to the Diocese, except trust funds vested in the Trustees of the Diocese and trust funds held by The Episcopal Foundation of The Diocese of East Carolina, Incorporated. For purposes of the preceding sentence trust funds vested in the Trustees of the Diocese shall include funds, monies and securities (and reinvestments thereof) given or bequeathed to the Diocese or the Trustees, or transferred to the Trustees, (a) in trust or specific terms stated in an agreement or will, or (b) with restrictions or designations as to use of principal or income and under conditions which require holding the funds, monies and securities for longer than twelve months. The Treasurer under the direction of the Convention, or of the Executive Council between meetings of the Convention, shall receive, manage, invest, disburse and transfer the funds, monies and securities in his custody, and shall keep and return an account thereof to the Executive Council for incorporation in its report to the Convention, a reasonable time prior to each annual meeting of the Convention. Said report shall include a complete list of all securities belonging to the Diocese (other than securities vested in the Trustees of the Diocese). He shall give bond for the faithful discharge of his duties in such sum as the Executive Council shall from time to time designate, such bond to be approved by and deposited with the Trustees of the Diocese. He shall be admitted to a seat in the Convention and to participation in its deliberations, without the right of voting.

The Treasurer is authorized, with the approval of the Executive Council, to transfer funds and monies belonging to the Diocese to The Episcopal Foundation of The Diocese of East Carolina, Incorporated, to be held temporarily or for a specified or indefinite time, to be managed and invested by the Foundation and to be returned to the Treasurer in accordance with his instructions.

CANON 6
Chancellor

The Chancellor, who shall be a member of the legal profession, and a communicant of the Church in this Diocese, shall be elected upon nomination by the Bishop. He shall be the legal advisor of the Bishop, of the Standing Committee, of the Executive Council and of the Trustees of the Diocese and counsel in all suits of law that may arise in the administration of the affairs of the Diocese. He shall be admitted to a seat in the Convention and to participation in its deliberations, without the right of voting.

If the Chancellor dies, resigns or becomes incapacitated, his successor shall be appointed by the Bishop to serve until the next Annual Convention.

CANON 7
Historiographer

Section 1. The duty of the Historiographer shall be to receive and safely keep all books, documents and manuscripts belonging

to the Diocese not required to be kept by any other persons or officer. He shall also collect and preserve such materials as can be obtained relative to the history of the Diocese and of particular Parishes, and shall catalogue and classify all books, documents and papers, so as to make their contents accessible for reference.

Section 2. He shall annually report in writing to the Convention, showing with such detail as may be expedient, the condition of the materials in his hands, and the additions made to them from time to time, with such suggestions as he may deem proper concerning them. He shall be admitted to a seat in the Convention, and to participate in its deliberations without the right of voting.

CANON 8

The Executive Council

Section 1. The Executive Council, as hereinafter constituted, shall administer and carry on the Missionary, Educational and Social Work of the Church in this Diocese, of which work the Bishop shall be the executive head.

Section 2. The Executive Council shall exercise all the powers of the Diocesan Convention, between the meetings thereof, in connection with the unification, development and prosecution of the work of Missions, Church Extension, Religious Education, Christian Social Service and the Church Pension Fund and all Diocesan Institutions; for the performance of such work as may be committed to it by the Diocesan Convention, and for the initiation and development of such new work between said meetings as it may deem necessary, subject however, to the provisions of the Constitution and Canons, and other directions of the Diocesan Convention.

Section 3. The Executive Council shall be composed of the Bishop, the Bishop Coadjutor and Bishop Suffragan (if there be such) and twenty-one members elected by the Convention, of whom nine shall be clergymen of the Diocese and twelve shall be lay persons, communicants in good standing sixteen (16) years of age or older and residents of the Diocese. The President of the Standing Committee, the Secretary, the Treasurer, and the Chancellor shall be ex-officio members of the Executive Council, without the right of voting. Except with respect to the President of the Standing Committee, as above provided, no member of the Standing Committee shall be eligible to serve at the same time as a member of the Executive Council.

Section 4. The members of the Executive Council shall be elected for three year terms. Three clergymen and four lay persons shall be elected at each annual Convention; provided, however, at the 1975 annual Convention, three clergymen shall be elected for terms of three years, four lay persons shall be elected for terms of three years, one lay person for a term of two years and one lay person for a term of one year. A member who has served on the Council for as much as one full year shall not be eligible for reelection, or appointment to fill a vacancy, until one year after the expiration of his term. The Executive Council shall have power to fill any vacancy in the Council that may occur through death

or resignation of any member. Appointments to fill any such vacancy shall be for a period expiring at the close of the next annual Convention. Any person appointed to fill a vacancy who is eligible for election but is not elected to the Executive Council at the next annual Convention may not be appointed to fill any vacancy for a period of one year following such Convention.

Section 5. The Bishop shall be the Chairman of the Council. The Council may elect one of its own members, whether clerical or lay, as Vice-Chairman and prescribe his duties. The Secretary of the Convention shall be the secretary of the Executive Council.

Section 6. The Executive Council shall provide for a Department of Finance or Finance Committee and shall have power, from time to time, to organize such other departments and committees as it may deem necessary or advisable to carry out its responsibilities, and it shall determine the scope of the work of all departments and committees. The Bishop shall appoint the chairman and members of each department or committee. Each department or committee shall make a report, at least annually, to the Bishop and the Executive Council. The Executive Council may enact all necessary by-laws for its own government, and for the government of each department and committee, subject to the provisions of the Canons of the Diocese and any resolutions adopted by the Convention of the Diocese.

Section 7. The Executive Council shall submit to each annual meeting of the Diocesan Convention a report of the work done under its supervision for the preceding year, which report shall include the annual report of the Treasurer. The Executive Council shall also at each annual meeting of the Diocesan Convention, submit for its approval and adoption a budget for all the work committed to the Council, including the general work of the Church in the Diocese, and such other work as it has undertaken, or proposed to undertake for the ensuing year. The following, among other items, shall be included in budgeted income: pledges of Parishes and Missions for the support of the Diocese, including pledges from prior years, any budget surplus from the preceding year, and unrestricted income from trust funds, investments, permanent or unappropriated funds and reserves and unrestricted income from The Episcopal Foundation of The Diocese of East Carolina, Incorporated. Provision may be made in said budget for the necessary and reasonable expenses of the officers and members of the Executive Council. Such budget and estimate shall be considered by the Diocesan Convention and appropriate action taken. The Executive Council shall have power to expend all sums of money provided for in said budget as adopted by the Diocesan Convention. The Executive Council shall have power to make or delegate to others the making of all decisions with regard to the acceptance, receipt, use, management, investment, disbursement and transfer of unbudgeted receipts and gifts or bequests of money, securities or property received by the Diocese or any officials or agencies thereof (except gifts or bequests to the Bishop's Discretionary Fund and restricted funds of the Episcopal Foundation of The Diocese of East Carolina, Incorporated), subject, how-

ever, to the provisions of any will, agreement, restriction or designation governing such gifts or bequests and subject to action of the Diocesan Convention.

Section 8. The Executive Council shall meet with the Bishop at such stated times as it, with his concurrence shall appoint, at least twice a year, and at such other times as he shall convene it. Eleven voting members of the Executive Council, including at least four in the Clerical Order and six in the Lay Order, with the Bishop or Vice-Chairman, shall constitute a quorum; the Vice-Chairman, if a voting member, shall be counted as a member in determining a quorum. A meeting shall be called by the Bishop, or if there is no Bishop in the Diocese, by the Vice-Chairman, at any time upon written request of at least five members of the Executive Council. Ten days notice of such meeting shall be given by the Secretary.

Section 9. All salaries, other than that of the Bishop, and those fixed by the Diocesan Convention, shall be fixed by the Executive Council.

Section 10. With the exceptions hereinafter noted, all departments, committees, commissions and boards of the Diocese shall be responsible to and shall report at least annually to the Bishop and Executive Council. The exceptions are: the Standing Committee; the Committee on Canons; the Committee on Relations to and Communications from the General Convention; the Trustees of the Diocese; the Committee on Parishes and Missions; the Church Pension Fund Committee; any committee apointed by the Bishop which is directed to be responsible and to report only to him; and committee appointed or elected by the Convention or under its authority which is directed to be responsible and to report only to the Convention or to report in a manner inconsistent with this Section 10. The Executive Council shall be the sole custodians of all existing committee records and reports.

Section 11. The Bishop may appoint clergyman and lay persons of the Diocese, not exceeding eighteen in number, as members of a Consulting Committee. Members of the committee shall serve for one year. They may attend meetings of the Executive Council at the invitation of the Bishop and may participate in its deliberations but shall have no right of voting.

CANON 9

The Episcopal Foundation of The Diocese of East Carolina, Incorporated

The Episcopal Foundation of The Diocese of East Carolina, Incorporated, herein called the Foundation, is a diocesan corporation created under the law of North Carolina for the purpose of holding, managing and investing property of the Diocese of East Carolina, either temporarily, for a specified or indefinite time, or permanently, and for the purpose of providing (1) funds, the income from which is to be used for the promotion of new work in the Diocese of East Carolina and for the development of the religious, educational and charitable work of the The Protestant Episcopal Church in the Diocese of East Carolina, (2) funds to be used for making loans to

parishes, missions, diocesan institutions and church organizations for capital improvements and (3) funds for capital grants to parishes, missions, diocesan institutions and church organizations for capital improvements.

The Foundation is authorized to receive gifts, devises and bequests of real and personal property from individuals, contributions or donations from churches, corporations and organizations, transfers of funds from the Treasurer of the Diocese pursuant to Canon 5, and transfers of property from the Trustees of the Diocese pursuant to Canon 12, Section 2. Money or property given by donors to the Foundation without restrictions on disposition or use may be placed in an income fund, a loan fund, a capital grant fund, or an unrestricted fund in the discretion of the Board of Directors of the Foundation. Gifts will be accepted subject to restrictions by donors that only income from the gifts may be spent, that the principal may be used only for revolving loans or for capital grants, or that the gifts or the income therefrom may be used only for designated purposes in or for the benefit of the Diocese of East Carolina; provided, however, that the Foundation may decline to accept any gift, bequest or devise the purpose of which does not conform to the purposes set out in this Canon and the charter of the Foundation or which would be burdensome or impractical to administer.

The operation of the Foundation shall be under the control of its Board of Directors, who shall be selected by the Diocesan Convention as set out in the by-laws of the Foundation. Foundation income available for expenditure for diocesan purposes, after payment of operating expenses of the Foundation, and funds available for loans and grants to churches or other recipients thereof shall be paid to the Treasurer of the Diocese for disbursement by him.

The Board of Directors of the Foundation shall annually make a report to the Diocesan Convention showing the names of the several funds, trusts or endowments held by it, the sources, dates and amounts thereof, the terms governing use of principal and income, the manner in which the funds are invested, the disbursements or payments made during the year and the purposes for which said disbursements have been made. The Board of Directors of the Foundation shall make a similar report to the Executive Council as often as required by the Executive Council and not less frequently than each six months.

CANON 10

A. Deputies to the General Convention

Section 1. At each Annual Convention held in the year preceding the year in which a regular session of the General Convention is held, there shall be elected four clerical Deputies, who are Presbyters canonically resident in the Diocese, and four Lay Deputies to the General Convention, who shall be communicants of this Church, having domicile in the Diocese. There shall also be elected four alternate Clerical and four alternate Lay Deputies,

subject to the same provisions as the original Deputies above mentioned. Such election may, if the Convention so decrees by a majority vote, be made upon a majority of the votes cast, or upon a plurality, whereby the four persons receiving the four highest number of votes shall be elected as Deputies, and the four next highest shall be elected as Alternates.

Section 2. The members of the deputation who are elected shall be recorded in the order of their election as indicated by the number of votes cast for each and in the case of the same number of votes having been cast for two or more in either Order, precedence shall be given to the Clerical alternates in the order of official, and to the Lay alternates in the order of personal seniority; and the Secretary shall insert the names of the alternates in this order upon the Journal.

Section 3. Deputies elected to the General Convention, finding themselves unable to attend, shall, four weeks at least before the time of meeting, give notice of the Diocesan Secretary, who shall at once notify the proper alternate.

B. Delegates to the Provincial Synod

Section 4. The Executive Council shall elect such number of clergy and lay delegates as it deems advisable to attend the Provincial Synod. Such election shall take place at such time as shall be convenient to give timely notice to the Synod of such election.

CANON 11

Trustees of the University of the South

Section 1. There shall be elected by the Convention at such intervals as are, or may be required by the Constitution or Statutes of the University of the South, one Presbyter and two Laymen, as members of the Board of Trustees of that institution on the part of the Diocese.

Section 2. The said members shall annually report to the Convention the condition and progress of the University, with such particulars in regard to the various departments as they may deem necessary to inform the people of the Diocese as to the literary, moral, and spiritual value of the work of that institution and its claims upon them for patronage and support.

Section 3. In case of the death, resignation or disability of any of the Trustees elected on the part of this Diocese, the vacancy may be filled by the Ecclesiastical Authority until an election for that purpose shall be made by a succeeding Convention.

CANON 12

Trustees of The Diocese

Section 1. The Bishop, or when there is no Bishop, the President of the Standing Committee, together with two (2) lay persons to be elected by the Convention, shall constitute the Board of Trustees for the Church in this Diocese. The Trustees under the direction of the Convention, or of the Executive Council between

meetings of the Convention, shall receive, hold, manage, invest, disburse and transfer trust funds vested in the Trustees, which trust funds shall include funds, monies, and securities (and reinvestments thereof) given or bequeathed to the Diocese or the Trustees, or transferred to the Trustees, (a) in trust on specific terms stated in an agreement or will, or (b) with restrictions or designations as to use of principal or income and under conditions which require holding the funds, monies and securities for longer than twelve months. The Trustees shall hold title to real estate vested in them as provided in this Canon. The provisions of any will or agreement controlling investment, management, use or disbursement of funds and property vested in the Trustees shall be complied with in each instance. The Trustees shall keep the Diocesan House in repair and the grounds in good order to provide an allowance for these purposes.

Section 2. The two (2) lay members of the Board of Trustees shall serve a term of two (2) years but may not serve more than two (2) consecutive two-year terms. The terms of these two (2) lay persons shall be staggered so that one will be elected at each annual Convention. In 1974, the person receiving the highest number of votes shall serve a one year term. Thereafter, persons elected to the Board of Trustees shall serve for two (2) years or until their successors are elected.

Persons eligible for election shall be eighteen (18) years of age or older, communicants in good standing and residents within the Diocese.

Section 3. The Trustees of the Diocese are authorized with the approval of the Executive Council, to transfer trust funds and other investment property of the Diocese, vested in or held by the Trustees, to The Episcopal Foundation of The Diocese of East Carolina, Incorporated, to be held, managed and invested for the benefit of the Diocese, subject in every case to the provisions of any will or agreement controlling investment, management, use or disbursement of said funds and property, and subject to applicable federal and state laws and the constitution and canons of this Diocese and The Protestant Episcopal Church. At any time, on reasonable notice, the Trustees with the approval of the Executive Council may require The Episcopal Foundation of The Diocese of East Carolina, Incorporated to return and transfer back to the Trustees any trust funds or other investment property transferred to the Foundation pursuant to this section.

Section 4. Whenever the title to real property in any Parish is vested in the Trustees of the Diocese for the benefit of the Parish, the said Trustees shall have the power to convey said property upon the written request of the Vestry of such Parish, if in the opinion of said Trustees it is advisable so to do; but if, in their opinion, it is not advisable to make such conveyance, they shall report the facts to the next Convention.

Whenever title to real property is vested in the Trustees for the benefit of any Mission or organization of the Diocese, other than a Parish, the said Trustees shall have the power to convey said property upon written request and approval of the Bishop, or the

Ecclesiastical Authority, and upon like request shall have power to convey the property and reinvest the proceeds in other property, such reinvestment to be held in trust for the benefit of such Mission or organization.

The title of all real estate belonging to this Diocese in its own right is hereby declared to be vested in the Trustees of the Diocese, and the Trustees of the Diocese are hereby authorized to convey said property in fee simple, whenever in their judgment such action is for the best interest of the Diocese, but no such action shall be taken except by unanimous consent of all the Trustees of the Diocese.

Section 5. Any vacancy occurring in this Board by death or otherwise may be filled by the Ecclesiastical Authority.

CANON 13
Diocesan Commission on Ministry

Section 1. There shall be a Diocesan Commission on Ministry, consisting of eight priests of the Diocese, one Vocational Deacon, and four lay persons, communicants and residents of the Diocese. The members of the Commission shall be elected by the Convention, on nomination by the Bishop, for four-year terms. One Vocational Deacon will be elected every four years. Two priests and one lay person will be elected annually; provided, that the number elected and the terms may be varied initially to produce such staggered terms. No member who has served on the Commission shall be eligible for re-election, or appointment to fill a vacancy, until one year after the expiration of the member's term. The Standing Committee shall elect priests, the Vocational Deacon, or lay persons, on nomination by the Bishop, to fill any vacancy that may occur on the Commission between the annual meetings of the Convention. The chairman of the Commission shall be a priest designated annually by the Bishop.

Section 2. The Commission shall perform the duties and functions prescribed in Title III, Canon 1 of the General Church Canons, shall conduct and evaluate the examination of persons for Holy Orders, in supporting the development, training, utilization and affirmation of the ministry of the laity and the world, and shall perform such other duties as may be assigned to it by the Bishop.

This change is necessary so as to affirm the reasoning behind the General Canon changes, that is, to reaffirm lay ministry as well as clerical.

CANON 14
Organization of Parishes and Missions

Section 1. A new Parish may, upon application, be admitted into union with the Convention, if duly organized according to the requirements set forth in the following section of this Canon, and if, in the judgment of the Convention (upon favorable report of a committee appointed for the purpose of inquiry into the case), the Parish gives promise of such sufficient strength as will enable it to permanently maintain its organization.

Section 2. The requirements for the organization of a new Parish shall be:

First: To obtain the written consent of the Ecclesiastical Authority.

Second: If within the limits of some already existing Parish or Parishes, to obtain the written consent of the Rector or Rectors of said Parishes.

Third: To assume a suitable name and elect a Vestry, as prescribed in Canon 15 "Of the Vestry."

Fourth: To provide a book with a caption for the signature of all the voters in the Parish consenting to be governed by the Constitution and Canons of the General Convention and of this Diocese, as directed in Article X, Section 3, of the Constitution of this Diocese.

And every new Parish applying for admission into union with the Convention shall present satisfactory evidence that all of the above requirements have been duly complied with.

Section 3. Any Missionary Station outside the limits of any Parish, may at his discretion, be organized by the Bishop as a Mission, and the Bishop may at any time dissolve such organization. Upon the organization of the Mission the Bishop shall appoint a Church Warden, a Clerk and Treasurer (if he deems it expedient, combining any two of these offices in one person) who with the Minister-in-charge shall constitute a Board of Trustees. These officers shall serve for one year or until the successors are appointed or elected.

Annually thereafter the Bishop shall appoint the Church Warden and after due public notice the qualified voters of the Mission shall in the Advent Season elect from their number not more than four nor less than two other Trustees, who shall serve for one year or until their successors are elected. The trustees and the officers shall, as far as possible, discharge the duties belonging to the members of a Vestry of a Parish, except the power to elect and call a minister. The Ecclesiastical Authority shall appoint the Minister-in-charge, who when present, shall preside at the meetings of the Trustees, and, in case of a tie, shall have a casting vote.

Section 4. The congregation of any duly organized Mission either without or within the limits of any already existing Parish may elect from their number one or more delegates to the Convention, in accordance with Article IV of the Constitution.

Section 5. The churches in the Diocese are divided into two classifications, as follows:

1. Parish: A church which has a congregation of not less than 25 confirmed Christians who conscientiously strive for the spread of Christ's Kingdom at home and in the world.

2. Mission: A church which has a congregation of not less than 10 and not more than 24 confirmed Christians who conscientiously strive for the spread of Christ's Kingdom at home and in the world.

Each parish and mission in the Diocese shall make and pay an annual pledge for support of the Diocese and National Church.

Section 6. There shall be a regular committee of the Diocesan Convention denominated the Committee on Parishes and Missions. This committee shall be composed of two Clergymen and three

Laymen, all of whom shall be selected by the Bishop at each Annual Convention. This committee shall meet annually, at least thirty days before the date of the Annual Convention, and at such additional times as called by the Bishop, designating the time and place of meeting. It is the duty of this committee to review the affairs of each Parish and Mission in the Diocese to determine its proper classification under Section 5 of this Canon and to report such status to the Bishop and Annual Convention; and this committee shall also perform the duties of the committee provided for in Section 1 of this Canon.

Section 7. Every clergyman in parochial ministry in the Diocese shall work full-time for the church or churches he serves and shall receive from church sources not less than the minimum salary and allowances prescribed by the Convention, provided that the Bishop may give his written approval, annually, for a clergyman to serve on a part-time basis and to receive from church sources for such part-time service less than the minimum compensation.

CANON 15
Of The Vestry

Section 1. In every Parish there shall be an Annual Election upon the Monday after the first Sunday in Advent, or on such day thereafter as the Rector and Vestry may appoint, of a Vestry consisting of not less than three and not more then twelve members, who shall be communicants of 16 years of age or older and in good standing. The members of the Vestry thus elected shall continue in office until their successors are chosen. Provided, however, that any Parish may, with the approval of the congregation, elect not more than one-third of the members of the Vestry to serve for a period of two years and not more than one-third of such members to serve for a period of three years, and the members so elected shall serve for the term indicated and until their successors are duly elected and qualified. Any such Parish may provide that no retiring member of its Vestry shall be eligible for reelection until there shall have elapsed a period of one year. Those qualified to hold the office of Vestry person shall be as follows: Any communicant of the Parish in good standing, and who is not less than sixteen years of age and a regular participant in the public worship of the Church.

Section 2. Each Vestry shall annually elect a Senior and a Junior Warden from among their own number, the former upon nomination of the Rector. If there be no Rector the election shall proceed without such nomination. It shall be the duty of the Wardens especially to provide the Elements for the Lord's Supper, to keep and disburse the alms in case the Parish is destitute of a Minister; also, in such case, to provide for the celebration of Public Worship and the instruction of the congregation by occasional Clerical services or by Lay Reading as circumstances may admit. In the absence of the Rector or Minister-in-charge, or if there be none, the Wardens shall preside in all meetings of the Vestry or Congregation in order of their official seniority.

Section 3. The Vestry shall elect a Clerk, whose duty it shall be to take and record the minutes of their proceedings, attest the public acts of the Vestry, preserve all records and papers belonging to the Parish, perform all such other duties as shall be legally assigned to him, and faithfully to deliver into the hands of his successor all books and documents that may be in his possession belonging to the Parish.

Section 4. The Vestry shall elect a Treasurer whose duty it shall be to receive and disburse all monies collected under the authority of the Vestry, the collection and disbursement of which is not otherwise provided for. He shall keep an accurate account of all monies that come into his hands, and submit an exhibit of same semi-annually, and whenever called upon to do so.

Section 5. The Vestry shall be Trustees of the Parish, and shall take charge of the Property of the Church, regulate its temporal concerns, elect and call a minister and provide for his maintenance; keep order in the Church; and in general act as helpers to the minister in whatever is appropriate to Laymen for the furtherance of the Gospel.

Section 6. (a) The Rector of every Parish shall, ex-officio, preside at meetings of the Vestry or the Congregation, and shall be entitled to a casting vote in case of a tie, in all questions except those in which he may be personally concerned.

(b) The Rector shall have the power to call Vestry meetings, other than regular, at any time, giving reasonable notice, specifying the business for which the meeting is called, and it shall be his duty to do so whenever to may be requested by three members of the Vestry. Should the Rector refuse to call a meeting of the Vestry, it shall be competent to the Wardens, or any three of the Vestry, as above provided, to call one; provided, that the Rector shall have due notice of the same.

(c) In the Rector's absence, or if the Parish is without one, the Senior Warden, or any two members of the Vestry, shall have power to call special Vestry meetings, subject to the above provisions.

Section 7. Regular meetings of the Vestry shall be held as they may determine, but there shall be not less than four such meetings in each year.

Section 8. Vacancies in the Vestry, caused by death, resignation or otherwise, may be filled by the remaining members for the unexpired portion of said term.

Section 9. Every person chosen Vestryman shall qualify by subscribing to the following declaration and promise: "I do believe the Holy Scriptures of the Old and New Testament to be the Word of God, and to contain all things necessary to salvation; and I do yield my hearty assent and approbation to the doctrines, worship and discipline of the Protestant Episcopal Church in these United States; and I promise that I will faithfully execute the office of Vestryman of _____ parish (or Church) in _____ County (or City), according to my best knowledge and skill." No person shall act or

vote as Vestryman until he has subscribed to this declaration and promise.

CANON 16

Call of a Minister

Section 1. When there is no Rector the Vestry shall have power to call a Minister in accordance with Episcopal Church and Diocesan Constitutions and Canons. The Vestry of a parish calling a Minister shall offer him a salary and allowances not less than the then existing minimums for mission clergymen set by the Diocesan Convention. The Rector shall not have power to appoint a permanent assistant without the consent of the Vestry.

Section 2. When a Parish or Congregation becomes vacant the Church Wardens or other proper officers shall notify the fact to the Bishop. If the authorities of the Parish shall for thirty days have failed to make provision for the services, it shall be the duty of the Bishop to take such measures as he may deem expedient for the temporary maintenance of Divine Services therein.

Section 3. No election of a Rector shall be had until the name of the Clergyman whom it is proposed to elect has been made known to the Bishop, if there be one, and sufficient time, not exceeding thirty days, has been given to him to communicate with the Vestry therein. If a church is receiving financial assistance from the Diocese, the Bishop's written approval of the Vestry's choice shall be essential to the election of a minister in charge.

Section 4. Written notice of the election, signed by the Church Wardens, shall be sent to the Ecclesiastical Authority of the Diocese. If the Ecclesiastical Authority be satisfied that the person so chosen is a duly qualified Minister, and that he has accepted the office, the notice shall be sent to the Secretary of the Convention, who shall record it. And such record shall be sufficient evidence of the relation between the Minister and the Parish.

Section 5. A Minister is settled, for all purposes here or elsewhere mentioned in these Canons, who has been engaged permanently by any Parish, according to the rules of this Diocese, or for any term not less than one year.

CANON 17

Dissolution and Suspension of Parishes

Section 1. When in the judgment of the Bishop of the Diocese, a Parish does not "give promise of such sufficient strength as will enable it to maintain its organization," whether from the lack of communicants, or from any other cause, this judgment shall be reported to the Convention, which will thereupon take such action as may seem good.

Section 2. In the event of the dissolution of any Parish or Mission by Convention, the real and personal property of the Parish or Mission shall immediately vest in the Trustees of the Diocese, in trust for the dissolved Parish or Mission. The Trustees may dispose of the personal property and shall retain the proceeds therefrom

in trust for the dissolved Parish or Mission. Within six months following any dissolution of a Parish or Mission a study of the potential for mission and ministry on the site of any real property vesting in the Trustees as a result of the dissolution shall be conducted by a committee appointed by the Bishop and a report of that study shall be sent to the Department of Mission and to the Executive Council. If the Executive Council determines that the Parish or Mission should not be reorganized on the site of the existing real property, all property held in trust by the Trustees for the Parish or Mission shall be freed of the trust and thereafter shall be held, administered or disposed of by the Trustees as property of the Diocese in its own right as provided by Canon 12.

Section 3. Whenever the penalty of exclusion or suspension from Lay representation in the Convention shall be inflicted on a Parish, as provided in Section 5 of Article IV of the Constitution, the sentence shall specify on what terms or at what time said penalty shall cease.

CANON 18

Convocations and Districts

With the consent of the Bishop the Executive Council may divide the Diocese into Convocations, or into Districts, or into both Convocations and Districts, and shall prescribe their boundaries and functions.

CANON 19

Development Commissions

Section 1. An Episcopal Development Commission may be created by the Episcopal churches in any community or area within the Diocese in which there is more than one Episcopal church. The written approval of the Bishop shall be required for the creation of each such Commission, and he shall define the boundaries of the community or area in which the Commission shall operate. Such boundaries may be amended by the Commission with the approval of the Bishop.

Section 2. Each commission shall be designated as "The Episcopal Development Commission of _____" (the city, county, community or area covered).

Section 3. The Commission shall consist of all clergy (other than retired priests) residing within or connected with Episcopal churches located within the Commission's area, and lay persons selected by the vestries of such churches. The number of lay persons from each of the churches shall be determined by the commission, but each parish or mission within the Commission's area shall have at least one lay representative. The lay representatives shall be selected for terms of one year, but they shall be eligible for reelection.

Section 4. Each Commission shall elect for one-year terms a chairman, a secretary and such other officers as it may deem advisable. Each Commission shall meet at least quarterly and shall make written reports of its proceedings to the Bishop and to each Episcopal church within its area, at least annually.

Section 5. The purposes and functions of the Episcopal Development Commission shall include the following:

a. Stimulate and encourage the Episcopal churches in the area to work together on common tasks and problems.

b. Study and plan for the future development of the Episcopal Church within the area.

c. Advise the Bishop, Executive Council and Diocesan Departments on problems and opportunities within the area.

d. Improve communication and understanding of Diocesan programs and projects among churches and people of the area.

e. Encourage participation in ecumenical studies and projects.

CANON 20

Archdeacons

Section 1. The Bishop shall have power, with the consent of the Convention, to appoint one or more Archdeacons, who shall be Presbyters canonically resident in the Diocese, and who shall, if praticable, be detached from any Parochial Cure.

Section 2. The authority and the duties of an Archdeacon shall be such as are committed to him in writing by the Bishop. He shall be amenable to the Bishop in all his acts and appointments, and shall make such reports as the Bishop may require.

CANON 21

The Election of a Bishop, Bishop Coadjutor or Bishop Suffragan

Section 1. The vote shall be taken by ballot and by Orders and Parishes, in accordance with Article XIII of the Constitution.

Section 2. Nominations shall be made in open Convention in joint session of Clerical and Lay Delegates, and may be made by any person entitled to vote in the Convention.

Section 3. When the nominations have been closed, the Secretary shall call the roll of the Clergy, and as each Clergyman's name is called he shall deposit his ballot with the Tellers. The roll of the Parishes and Missions, shall then be called by the Secretary, and as each is called it shall deposit its ballot with the Tellers. The Tellers shall count the vote of each Order separately and report the result to the Chairman who shall announce the same. If the same person shall receive the necessary vote of both Orders, he shall be delcared duly elected. If no person is elected they may continue to vote as above ordered until an election is made.

Section 4. By consent of the Convention, Clergy and Laity may separate for deliberation, to re-assemble in joint session at a specified time, and by like consent may proceed jointly to further nominations; after which the balloting shall be resumed in accordance with the provisions of Section 3.

CANON 22

Meeting of the Congregation

The Rector or Minister-in-charge, or in his absence the Wardens, shall call a meeting of the Congregation at such time after the adjournment of the Convention as shall seem best to him or them, at which meeting reports shall be made by the Rector, the Superintendent of the Sunday School, a representative of the Episcopal Churchwomen, and of any other Parish organization. After these reports the meeting may be opened for discussion of matters of interest to the Congregation.

CANON 23

Of the Duties of Members of the Church

The members of this Church shall conform to its teachings and to the Creed upon which it is founded, and shall as far as in them lies, live in the exercise of those Christian principles and duties prescribed in the Holy Scriptures and illustrated in the Book of Common Prayer, and shall further instruct their families and those dependent on them in like duties and principles both by example and precept. They shall use all sober and godly conversation, shall daily exercise family worship, be charitable in act and works, and shall celebrate and keep holy the Lord's Day, giving all due attention to the Services of the Church and to Public Worship.

CANON 24

Registration, Reports, etc.

Section 1. Private and Parish Registers. Each Clergyman of this Diocese shall keep a register of all Baptisms, Confirmations, Marriages, and Funerals within his Parish, or Cure, specifying the names of the persons in each instance, the parentage and date of birth of those baptized, with the names of their sponsors or witnesses and the time when each rite is performed, which register shall be transcribed at least once each month into a book to be provided for the purpose by the Vestry of the Parish.

Section 2. List of Communicants, etc. It shall be also the duty of each Clergyman to keep a list of the communicants within his Cure, and so far as practicable, of the families and adult persons within the same, to remain for the use of his successor.

Section 3. Parochial Reports. Each Clergyman shall report to the Bishop, through the Secretary, not later than February 1st, all of his official acts from the closing of his last report to and including December 31st preceding the Annual Convention, and all information concerning the state of his Parish, or Cure, according to the form prescribed by the Executive Council. He shall specify his official acts outside of his Cure.

Section 4. Reports by Wardens. In the case of a Parish without a Rector, it shall be the duty of the Wardens to make the Parochial Report required by this Canon.

Section 5. Communicants to be reported. In making the above reports all communicants shall be included, except those who have been repelled by the proper authority.

Section 6. Failure to keep the records or to file the reports required by this Canon or by General Church Canons shall result in the imposition of those penalties set forth in Article IV of the Constitution of the Diocese.

CANON 25

Salaries, Compensation, etc.

Section 1. The salary of the Bishop of the Diocese for each calendar year shall be recommended by the Executive Council and included in the budget submitted by it to the Annual Convention; and the salary as fixed in the budget adopted by the Convention shall be paid to the Bishop for the calendar year for which the budget is adopted. The salary as above determined includes all income received from the Bishop Watson Fund for the support of the Episcopate. The salary shall be paid in 12 equal monthly installments, the first installment to be paid on January 31st of said calendar year and a like amount on the last day of each month in said calendar year.

Section 2. Each Deputy to the General Convention, actually attending the same, shall be entitled to have the necessary expenses incurred by such attendance paid out of the funds of the Diocese; provided, the amount shall not exceed such limit as may from time to time be fixed by the Executive Council.

Section 3. Each clerical and lay delegate to an annual or special Diocesan Convention, actually attending the same, shall be entitled to have the reasonable and necessary expenses incurred by such attendance paid by the parish or mission which he or she represents, provided that the amount in each case shall not exceed such limit as may be fixed by the vestry of such parish or mission.

CANON 26

Of the Church Pension Fund

Section 1. In conformity with the legislation adopted by the General Convention of 1913, pursuant to which The Church Pension fund was duly incorporated, and in conformity with the Canon of the General Convention, "Of The Church Pension Fund," as heretofore amended and as it may hereafter be amended, the Diocese of East Carolina hereby accepts and acknowledges The Church Pension Fund, a corporation created by Chapter 97 of the Laws of 1914 of the State of New York as subsequently amended, as the authorized and approved pension system for the clergy of the Protestant Episcopal Church in the United States of America and for their dependents, and declares its intention of supporting said Fund in accordance with its Rules.

Section 2. The Bishop of this Diocese shall appoint annually during the opening of the Convention a Church Pension Fund Committee to consist of three presbyters and two laymen, for a term of one year and until their successors shall have been appointed or qualified, and the Bishop may from time to time fill by appointment any vacancies in said Committee caused by resignation, death or inability to act.

Section 3. The duties of said Committee shall be as follows:

(a) To be informed of, and to inform the Clergy and laity of this Diocese of the pension system created by the General Convention and committed by it to the Trustees of the Church Pension Fund, in order that the ordained clergy of the Church may be assured of pension protection for themselves in the event of old age or total and permanent disability and for their widow and minor orphan children in the event of death.

(b) To receive reports from The Church Pension Fund from time to time on the status of the pension assessments payable to said Fund, under its Rules and as required by Canon Law, by this Diocese and by Parishes, Missions and other ecclesiastical organizations within the Diocese.

(c) To make an annual report to the Convention of this Diocese on such matters relating to the Church Pension Fund as may be of interest to the said Convention.

(d) To cooperate with the Church Pension Fund in doing all things necessary or advisable in the premises to the end that the Clergy of this Diocese may be assured of the fullest pension protection by said Fund under its established Rules.

Section 4. It shall be the duty of this Diocese and of the Parishes, and Missions and other ecclesiastical organizations therein, each through its Treasurer or other proper official, to inform The Church Pension Fund of salaries and other compensation paid to clergymen by said Diocese, Parishes, Aided Parishes, Missions and other ecclesiastical organizations for services rendered, currently or in the past, prior to their becoming beneficiaries of said Fund, and changes in such salaries and other compensation as they occur; and to pay promptly to The Church Pension Fund the pension assessments required thereon under the Canon of the General Convention and in accordance with the Rules of said Fund.

Section 5. It shall be the duty of every clergyman canonically resident in or serving in this Diocese to inform The Church Pension Fund promptly of such facts, as dates of birth, or ordination or reception or marriage, births of children, deaths, and changes in cures or salaries, as may be necessary for its proper administration and to cooperate with said Fund in such other ways as may be necessary in order that said Fund may discharge its obligations in accordance with the intention of the General Convention in respect thereto.

Section 6. It shall be the duty of this Diocese and of the Parishes and Missions and other ecclesiastical institutions and organizations therein, to participate in all medical care, hospitalization, health, accident and life insurance plans for clergy which are made mandatory on a nation-wide basis for clergy of the Episcopal Church by action of the General Convention, or under its authority, and to pay promptly to the The Church Pension Fund the premiums or assessments required to maintain such coverage in accordance with the Rules of said Fund. The Diocesan Convention, or when it is not sitting the Executive Council, shall make all decisions and take all action necessary to carry out the provisions of this Canon.

CANON 27

Clergy Liable to Missionary Duty

All Clergymen of the Diocese receiving aid from its missionary funds or from the General Missionary funds, shall perform such missionary duties within the Diocese as may be prescribed by the Bishop, and the amount of compensation therefore shall be fixed from time to time by the Executive Council.

CANON 28

Trial of Clergymen

Section 1. The Presentment. Any Clergyman shall be liable to presentment and trial for false doctrine, immorality, disorderly conduct, violation of the rubrics of the Book of Common Prayer, of the Constitution or Canons of the Church in the United States, or of the Constitution or Canons of the Church of the Diocese.

Such presentment shall be made by the Vestry of the Parish in which said Clergyman has charge or in which he resides or by at least three communicants of the Diocese, of full age, or by two or more Presbyters who shall have been canonically resident therein for one year.

No presentment shall be made in any case of any offense alleged to have been committed more than five years before the date of the presentment, provided, that if the accused be convicted of the alleged offense in a civil court, presentment may still be made within one year after said conviction.

Said presentment shall be made to the Bishop in writing, with the names of the presenters prescribed, and shall distinctly declare, with all reasonable specifications of time and circumstances, the nature of the offense or offenses with which said Clergymen may be charged.

Section 2. Public Rumor. Although no such presentment is made, if public rumor charges any Clergyman with the commission of any of the offenses above enumerated, the Bishop may appoint two or more Presbyters to investigate the truth of such rumor, and if such investigation proves adverse to the Clergyman so charged, said Presbyters shall make presentment as above, according to the forms and regulations there provided. The presenters shall, in all cases, assume the responsibility of conducting the prosecution.

Section 3. Service of Presentment—Constitution of Court. Should the Bishop be of the opinion, from the nature of the charge or charges made, that the presentment contains sufficient grounds for proceeding to trial, he shall cause a copy thereof to be forthwith sent to the accused. He shall then give notice to the Standing Committee, who there upon shall elect seven Presbyters, actually and canonically resident in the Diocese, from whom the President of the Standing Committee shall, in writing, call upon the accused to elect three. In case the accused refuses or neglects to make such election within ten days after the notice as aforesaid, the Standing Committee shall make the election.

The three Presbyters so elected shall constitute a court for the trail of the accused, and shall have all powers necessary for the due conducting of said trial.

Section 4. Lay Assessors. The Bishop shall appoint a member of the legal profession, who shall also be a communicant of the Church, as Assessor to the Court, to advise the Court, if requested, upon all questions of law which may arise during the trial.

Section 5. Time and Place of Trial and Notice Thereof. The Bishop shall appoint a time and place of trial, and shall give notice thereof to the members of the Court, the Assessor, the Presenters, and the Accused, at which time and place the witnesses also shall be notified to attend.

Section 6. Assembling of Court and Record of Proceedings. The Court shall assemble at the time and place appointed, and shall proceed to examine fully the charges, and shall keep an accurate record of all their proceedings and of the evidence.

Section 7. Nature of Evidence and How Given. No charge shall be considered as established unless proven by two witnesses, or by one witness and corroborating circumstances.

Testimony may be given orally before the Court or in writing, upon interrogatories and cross interrogatories, to be previously filed with the Secretary or Registrar of the Court. Any one or more of the witnesses may be examined on oath or affirmation on the requisition of either party.

Section 8. Decision of the Court and the Sentence. A unanimous vote of the members of the Court, on one or more of the charges shall be necessary to the conviction of the accused, and if their decision is adverse to the accused, they shall proceed to determine the kind and degree of punishment commensurate, in their opinion, with the offense or offenses committed. They shall transmit to the Bishop, under their hand, a record of their proceedings. The judgment of the Bishop on such decisions shall be final; except that he shall have no power to increase the punishment recommended by the Court.

Section 9. Suspension, or any heavier sentence, shall ipso facto sever the connection of the Clergyman with the Parish.

Section 10. The Record to be Filed. The record provided for in the sixth section of this canon, together with the Bishop's sentence endorsed, shall be preserved among the papers of the Diocese.

Section 11. Notices. For the purpose of any notice provided for by this Canon, it shall be sufficient to serve it either personally or by leaving a copy at the last place of residence of the accused.

Section 12. Confession of an Offense. When a Clergyman shall make confession to the Bishop of the commission of any of the offenses enumerated in the first section of this Canon, the Bishop shall proceed to inflict such ecclesiastical censure or punishment upon the Clergyman so confessing as he (the Bishop) shall think right.

Section 13. Renunciation of False Doctrine. In the case of any accusation of false doctrine, a renunciation of the same, to the satisfaction of the Bishop, shall stay all further proceedings.

CANON 29

The Duties of Rector or Minister in Charge

Section 1. It shall be the duty of the Rector or Minister of every Parish or Congregation, learning of the removal of the communicant of his Parish or Congregation to another Cure, without having secured a letter of transfer as provided for by General Church Canons Title I, Canon 17, Section 4, paragraph (a), with the consent of said communicant, to transfer him to the Cure to which he has removed.

Section 2. It shall be the duty of the Rector or Minister in charge of a Parish or Congregation to submit to the Bishop for his examination at the time of his annual visitation the Parish Register that he may determine that all entries are properly made, all members accounted for and that the register is properly indexed.

CANON 30

Ammendment to the Canons

Amendments to the Canons shall be made in accordance with Article XV of the Constitution, and shall take effect upon their passage, unless otherwise ordered by the Convention.

CANON 31

Offical Copies

There shall be provided by the Secretary of the Convention three official copies of the Constitution, Canons and Rules of Order as they now exist, each certified by said Secretary that it is a correct copy. One shall be delivered to the Bishop of the Diocese, one kept by the Secretary of the Diocese and one delivered to the Chancellor of the Diocese; and as changes are made from time to time certified copies of said changes shall be furnished by the Secretary of each of said officals to the end that there shall always be preserved for the use of the officials of the Diocese three sets of these documents.

CANON 32

Commission on Planning, Design and Construction

Section 1. There shall be a Diocesan Commission on Planning, Design and Construction, consisting of twelve persons, clergy and lay, elected by the Convention, on nomination by the Bishop, for three year terms, provided that the terms may be varied initially to produce staggered terms. The persons elected shall, to the extent practicable, have expertise and interest in such areas as liturgy, finance, insurance, planning, architectural design, engineering, construction and contract law.

Section 2. The function of the Commission is to assist and advise the Diocese and its parishes and missions in planning, designing, financing and constructing buildings and facilities, including construction of new churches and other buildings, expansion and renovation of existing buildings, and restoration of historic structures.

Section 3. Before proceeding with the design or construction of any church, parish house, rectory or other building, any parish or mission may present to the Commission for its recommendations and suggestions on real estate contracts, architectural and construction contracts, master plans, preliminary plans, working drawings, specifications, construction documents and other related documents.

Section 4. Each Diocesan council, committee and department, and every parish or mission receiving construction funds or loans from the Diocese or any Diocesan agency or foundation shall be required to consult with the Commission, to submit the pertinent documents described in Section 3 and to obtain the approval of the Commission thereon; provided that such approval shall not be required for projects in a planning or construction stage prior to February 12, 1983. The documents above mentioned shall be prepared by and construction shall be administered by an architect or engineer registered in the State of North Carolina in accordance with its registration laws. Where such laws do not require a registered architect or engineer, this requirement may be waived by the Commission upon request.

Section 5. The Commission shall adopt written standard procedures for performing its functions, and shall distribute copies of any such procedures to all Diocesan officers, parishes and missions.

CANON 33

Trinity Center

Section 1. There will be a Board of Managers of Trinity Center consisting of twelve persons, clergy and lay, elected by the Convention on nomination by the Bishop, for three year terms, provided that the terms of the initial members elected by Convention on nomination by the Bishop shall be four members elected for a one year term, four members elected for a two year term and four members elected for a three year term. The Bishop shall be ex-officio Chairman of the Board of Managers.

Section 2. The function of the Board of Managers is to oversee the operation and management of Trinity Center including, but not limited to, the employment of a Director, formulating and administering an annual budget, establishing rules and regulations for sound and efficient management and performing such other duties as may be attendant thereto or directed by Convention.

Section 3. Any vacancy occurring on the Board of Managers may be filled by the Bishop until the next Convention when a new member will be elected upon nomination by the Bishop for the unexpired term.

Section 4. The Board of Managers shall make an annual report to Convention.

EXTRACTS FROM CANONS OF THE GENERAL CONVENTION

TITLE I, CANON 7

Of Business Methods in Church Affairs

Section 1. In every Diocese, Parish, Mission, and Institution, connected with this Church, the following standard business methods shall be observed:

(1). Funds held in trust, endowment and other permanent funds, and securities represented by physical evidence of ownership or indebtedness, shall be deposited with a National or State Bank, or a Diocesan Corporation, or with some other agency approved in writing by the Finance Committee or the Department of Finance of the Diocese, under a deed of trust, agency or other depository agreement providing for at least two signatures on any order of withdrawal of such funds or securities.

But this paragraph shall not apply to funds and securities refused by the depositories named as being too small for acceptance. Such small funds and securities shall be under the care of the persons or corporations properly responsible for them.

This paragraph shall not be deemed to prohibit investments in securities issued in book entry form or other manner that dispenses with the delivery of a certificate evidencing the ownership of the securities or the indebtedness of the issuer.

(2). Records shall be made and kept of all trust and permanent funds showing at least the following:

(a) Source and date.
(b) Terms governing the use of principal and income.
(c) To whom and how often reports of condition are to be made.
(d) How the funds are invested.

(3). Treasurers and custodians, other than banking institutions, shall be adequately bonded; except treasurers of funds that do not exceed five hundred dollars at any one time during the fiscal year.

(4). Books of account shall be so kept as to provide the basis for satisfactory accounting.

(5). All accounts of the Diocese shall be audited annually by an independent Certified Public Accountant. All accounts of Parishes, Missions or other institutions shall be audited annually by an independent Certified Public Accountant, or independent Licensed Public Accountant, or such audit committee as shall be authorized by the Finance Committee, Department of Finance, or other appropriate diocesan authority.

All reports of such audits, including any memorandum issued by the auditors or audit committee regarding internal controls or other accounting matters, together with a summary of action taken or proposed to be taken to correct deficiencies or implement recommendations contained in any such memorandum, shall be filed with the Bishop or Ecclesiastical Authority not later than 30 days following the date of such report, and in no event, not later than September 1 of each year, covering the financial reports of the previous calendar year.

(6). All buildings and their contents shall be kept adequately insured.

(7). The Finance Committee or Department of Finance of the Diocese may require copies of any or all accounts described in this Section to be filed with it and shall report annually to the Convention of the Diocese upon its administration of this Canon.

(8). The fiscal year shall begin January 1.

Section 2. The several Dioceses shall give effect to the foregoing standard business methods by the enactment of Canons appropriate thereto, which Canons shall invariably provide for a Finance Committee or a Department of Finance of the Diocese.

Section 3. No Vestry, Trustee, or other Body, authorized by Civil or Canon law to hold, manage, or administer real property for any Parish, Mission, Congregation, or Institution, shall encumber or alienate the same or any part thereof without the written consent of the Bishop and Standing Committee of the Diocese of which the Parish, Mission, Congregation, or Institution is a part, except under such regulations as may be prescribed by Canon of the Diocese.

Section 4. All real and personal property held by or for the benefit of any Parish, Mission or Congregation is held in trust for this Church and the Diocese thereof in which such Parish, Mission or Congregation is located. The existence of this trust, however, shall in no way limit the power and authority of the Parish, Mission or Congregation otherwise existing over such property so long as the particular Parish, Mission or Congregation remains a part of, and subject to, this Church and its Constitution and Canons.

Section 5. The several Dioceses may, at their election, further confirm the trust declared under the foregoing Section 4 by appropriate action, but no such action shall be necessary for the existence and validity of the trust.

TITLE I. CANON 17

Of Regulations Respecting the Laity

Section 1 (a). All persons who have received the Sacrament of Holy Baptism with water in the Name of the Father, and of the Son, and of the Holy Spirit, whether in this Church or in another Christian Church, and whose Baptisms have been duly recorded in this Church, are members thereof.

(b). Members sixteen years of age and over are to be considered adult members.

(c). It is expected that all adult members of this Church, after appropriate instructions, will have made a mature public affirmation of their faith and commitment to the responsibilities of their Baptism and will have been confirmed or received by a Bishop of this Church or by a Bishop of a Church in communion with this Church.

(d). Any person who is baptized in this Church as an adult and receives the laying on of hands by the Bishop at Baptism is to be considered, for the purpose of this and all other Canons, as both baptized and confirmed; also,

Any person who is baptized in this Church as an adult and at some time after the Baptism receives the laying on of hands by the Bishop in Reaffirmation of Baptismal Vows is to be considered, for the purpose of this and all other Canons, as both baptized and confirmed; also,

Any baptized person who received the laying on of hands at Confirmation (by any Bishop in apostolic succession) and is received into the Episcopal Church by a Bishop of this Church is to be considered, for the purpose of this and all other Canons, as both baptized and confirmed; and also,

Any baptized person who received the laying on of hands by a Bishop of this Church at Confirmation or Reception is to be considered, for the purpose of this and all other Canons, as both baptized and confirmed.

Section 2 (a). All members of this Church who have received Holy Communion in this Church at least three times during the preceding year are to be considered communicants of this Church.

(b). For the purposes of statistical consistency throughout the Church, communicants sixteen years of age and over are to be considered adult communicants.

Section 3. All communicants of this Church who for the previous year have been faithful in corporate worship, unless for good cause prevented, and have been faithful in working, praying, and giving for the spread of the Kingdom of God, are to be considered communicants in good standing.

Section 4 (a). A member of this Church removing from the congregation in which his or her membership is recorded shall procure a certificate of membership indicating that he or she is recorded as a member (or adult member) of this Church and whether or not such a member:

1. is a communicant;
2. is recorded as being in good standing;
3. has been confirmed or received by a Bishop of this Church or a Bishop in communion with this Church.

Upon acknowledgement that a member who has received such a certificate has been enrolled in another congregation of this or another Church, the Minister or Warden issuing the certificate shall remove the name of the person from the parish register.

(b). The Minister or Warden of the congregation to which such certificate is surrendered shall record in the parish register the information contained on the presented certificate of membership, and then notify the Minister or Warden of the congregation which issued the certificate that the person has been duly recorded as a member of the new congregation.

Whereupon the person's removal shall be noted in the parish register of the congregation which issued the certificate.

(c). If a member of this Church, not having such a certificate, desires to become a member of a congregation in the place to which he or she has removed, that person shall be directed by the Minister of the said congregation to procure a certificate from the former congregation, although on failure to produce such a certificate through no fault of the person applying, appropriate entry may be

made in the parish register upon the evidence of membership status sufficient in the judgment of the Minister or Warden.

(d). Any communicant of any Church in communion with this Church shall be entitled to the benefit of this section so far as the same can be made applicable.

Section 5. No one shall be denied rights or status in this Church because of race, color, or ethnic origin.

Section 6. A person to whom the Sacraments of the Church shall have been refused, or who has been repelled from the Holy Communion under the rubrics, or who desires a judgment as to his or her status in the Church, may lodge a complaint or application with the Bishop or Ecclesiastical Authority. No Minister of this Church shall be required to admit to the Sacraments a person so refused or repelled without the written direction of the Bishop or Ecclesiastical Authority. The Bishop or Ecclesiastical Authority may in certain circumstances see fit to require the person to be admitted or restored because of the insufficiency of the cause assigned by the Minister. If it shall appear to the Bishop or Ecclesiastical Authority that there is sufficient cause to justify refusal of the Holy Communion, however, appropriate steps shall be taken to institute such inquiry as may be directed by the Canons of the Diocese; and should no such Canon exist, the Bishop or Ecclesiastical Authority shall proceed according to such principles of law and equity as will insure an impartial investigation and judgment.

Section 7. No unbaptized person shall be eligible to receive Holy Communion in this Church.

TITLE II, CANON 1
Of the Due Celebration of Sundays

All persons within this Church shall celebrate and keep the Lord's Day, commonly called Sunday, by regular participation in the public worship of the Church, by hearing the Word of God read and taught, and by other acts of devotion and works of charity, using all godly and sober conversation.

Rules of Order

I. On the first day of the Convention at the time appointed, the Holy Communion shall be administered.

Promptly thereafter, the delegates shall assemble for the organization of the Convention and the transaction of business. The presiding officer shall call the Convention to order and ascertain if there is a quorum present, and upon it appearing that there is a quorum present as required by Article VI of the Constitution, the Convention shall be organized by the election of a Secretary and shall then proceed with the transaction of the business of the Convention as set out in the Canons and Rules of Order.

II. The Standing Committee and other committees shall be elected or appointed as soon as practicable after the organization of the Convention, except that the appointment of the Committee on Canons and other committees, in the discretion of the Bishop, may be delayed for the receipt of reports from committees of the previous year.

III. All Committees shall be appointed by the Bishop unless otherwise ordered.

IV. Officers shall be elected as provided in the Constitution and Canons.

V. The order of business proposed by the Bishop and adopted by the Convention shall be the regular order of business, subject to change by the Presiding Officer as Provided in Rule XXI or by the Convention by majority vote.

VI. After the Bishop has taken the chair, no member shall continue standing, except to address the chair.

VII. Speakers shall address the chair, and shall confine themselves to the point in debate.

VIII. No motion shall be considered unless seconded, and if required, reduced to writing. All resolutions, except resolutions presented in conjunction with Department, Committee and Commission reports and resolutions of appreciation to the host church, shall be introduced on the first day of the annual Convention and voted upon the second day.

IX. When the Bishop is putting any question, the members shall continue in their seats, and shall not hold any private discourse.

X. When a question is under consideration, no motion shall be received, unless to lay on the table, to postpone to a certain time, to postpone indefinitely, to commit, to amend, or to divide; and motions for any of these purposes shall have precedence in the order herein named. The motions to lay on the table and to adjourn shall always be in order, and shall be decided without debate; and of these the motion to adjourn shall take precedence.

XI. If the question under debate contains several distinct propositions, the same shall be divided at the request of any member, and a vote taken separately, except that a motion to strike out and insert shall be inadvisable.

XII. All amendments shall be considered in the order in which they are moved.

When a proposed amendment is under consideration, a substitute to the whole matter may be received. No proposition on a subject different from the one under consideration shall be received under cover of a substitute.

XIII. In voting by Orders, the name of each Parish shall be called and it shall vote either "Aye" or "No" except in case of a divided vote. The majority of the votes of the Delegates from a Parish shall determine the vote of such Parish, but should the vote be equally divided, one-half of such vote shall be recorded as "Aye" and one-half as "No," and it shall be the duty of the Secretary to record the names of the Parishes and the votes which they respectively give.

XIV. A motion to reconsider any vote shall not be in order, except on the same day on which the vote is taken: Provided, always that a vote or question may be reconsidered at any time by the consent of two-thirds of the Convention; provided further, that no motion to reconsider shall be made on the last day of the Convention, except on a vote or question taken on that day.

XV. The reports of all committees shall be in writing and shall be received of course, and without motion for acceptance, unless recommitted. All reports recommending or requiring any action or expression of opinion by the Convention shall be accompanied by a corresponding resolution.

XVI. All questions of order shall be decided by the chair without debate, but any member may appeal from such decision. On such appeal no member shall speak more than once without leave.

XVII. No member shall be absent from the session of the Convention without leave, unless he is unable to attend.

XVIII. When the Convention is about to rise, every member shall keep his seat until the Bishop leaves the chair.

XIX. On motion duly put and carried, the Convention may resolve itself into a Committee of the Whole, with or without closed doors, for the purpose of discussing such subjects as may be approved by the Convention.

The Bishop may select and announce subjects for discussion: **Provided**, that if the motion to go into a Committee of the Whole has specified the subject to be discussed, that subject shall be disposed of.

XX. The rules of order or any one of them may be suspended by a majority vote of the Convention whenever the Presiding Officer decides that an urgent matter should come before that Convention for prompt action.

XXI. The Presiding Officer may in his discretion, to expedite the business of the Convention, transpose the regular order of business.

XXII. Where a question arises which is not controlled by any of the existing rules of order, the Diocesan Convention shall follow the rules of the General Church pertaining to said question, and if it has no rules applicable thereto, then the Diocesan Convention shall be governed by the current edition of Robert's Rules of Order.

The Episcopal Foundation

of the

Diocese of East Carolina, Incorporated

Charter and By-Laws

(AS AMENDED)

THE CHARTER OF THE EPISCOPAL FOUNDATION OF THE DIOCESE OF EAST CAROLINA, INCORPORATED

(As Amended)

1st. The name of this Corporation is The Episcopal Foundation of The Diocese of East Carolina, Incorporated.

2nd. The location of the principal office of the corporation in this State is at Kinston, in the County of Lenoir, but it may have one or more branch offices and places of business in the Diocese of East Carolina.

3rd. This Corporation is formed by the Diocese of East Carolina of the Protestant Episcopal Church exclusively for religious; educational and charitable purposes, including the purpose of holding, managing and investing property of the Diocese of East Carolina, either temporarily, for a specified or indefinite time, or permanently, and the purpose of providing (1) funds, the income from which is to be used for the promotion of new work in the Diocese of East Carolina and for the development of the religious, educational and charitable work of the Protestant Episcopal Church in the Diocese of East Carolina, (2) funds to be used for making loans to parishes, missions, diocesan institutions and church organizations for capital improvements and (3) funds for capital grants to parishes, missions, diocesan institutions and church organizations for capital improvements.

4th. And for the purposes herein specified, the Corporation shall have the right to receive by Will, Deed, gift or otherwise: to hold, own, sell and dispose of real, personal and mixed property of every kind and description, and the Corporation shall also have the authority to be named as a beneficiary in policies of life insurance and act as such beneficiary.

5th. The Corporation shall have authority in its corporate name to buy, sell, convey and lease real and personal property; and invest or otherwise dispose of any and all property belonging to the Corporation when authority therefor has been duly given as provided by the By-Laws of the Corporation, and shall have such other powers, privileges and authority as are given by the laws of the State of North Carolina now enacted or which may be hereafter enacted.

6th. The Corporation shall not have members or capital stock and no stock or shares shall be issued. No incorporator, director or officer shall at any time be considered to be the owner of any of the assets, property or income of the Corporation, nor shall he, by distribution, liquidation, dissolution or in any other manner, be entitled to or receive any of said assets, property or income, all of which shall be devoted exclusively and forever to the purposes of the Corporation or disposed of as hereinafter provided. The Corporation is not organized and shall not operate for profit, and no part of its net earnings shall inure or may lawfully inure to the benefit of any private shareholder, incorporator, director, officer or individual. The above provisions, however, shall not prevent the payment of reasonable compensation to any person, organization, firm or corporation of services rendered to this Corporation. No substantial

part of the activities of the Corporation shall consist of carrying on propaganda, or otherwise attempting to influence legislation. The Corporation shall not participate in, or intervene in (including the publishing or distributing of statements) any political campaign on behalf of any candidate for public office. The Corporation shall not lend any part of its assets, property or income to any incorporator, director or officer of, or any substantial contributor to, the Corporation, to any member of the family of any such person, or to any corporation controlled by any such person; nor shall the Corporation pay any compensation in excess of a reasonable allowance for salaries or other compensation for personal services actually rendered, to any such persons or corporations; nor shall the Corporation make any part of its services available on a preferential basis to any such persons or corporations; nor shall the Corporation make any substantial purchase of securities or other property from or sell any substantial part of its securities or other property to any such persons or corporations for other than an adequate consideration in money or money's worth; nor shall the Corporation engage in any other transaction which results in a substantial diversion of its assets, property or income to any such persons or corporations. The Corporation shall not (i) accumulate its income if any such accumulations are unreasonable in amount or duration in order to carry out the religious, educational and charitable purposes for which it is organized or (ii) use any such accumulated income for purposes or functions other than the religious, educational and charitable purposes for which it is organized or (iii) invest any such accumulated income in such a manner as to jeopardize the carrying out of the religious, educational and charitable purposes for which it is organized. The Corporation shall distribute its income for each taxable year at such time and in such manner as not to become subject to the tax on undistributed income imposed by Section 4942 of the Internal Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws. The Corporation shall not engage in any act of self-dealing as defined in Section 4941 (d) of the Internal Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws. The Corporation shall not retain any excess business holdings as defined in Section 4943 (c) of the Internal Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws. The Corporation shall not make any investments in such manner as to subject it to tax under Section 4944 of the Internal Revenue Code of 1954, or corresponding provisions of any subsequent federal tax laws. The Corporation shall not make any taxable expenditures as defined in Section 4945 (d) of the Internal Revenue Code of 1954, or corresponding provisions of any subsequent federal laws. It is intended that the Corporation shall qualify as an organization (i) which is exempt from income taxes under the United States Internal Revenue Code of 1954 and corresponding provisions of subsequent federal tax laws and under any applicable laws of the State of North Carolina from time to time in effect and (ii) contributions to which are deductible for income, gift and estate tax purposes under said Internal Revenue Code of 1954 and corresponding provisions of subsequent federal tax laws and under any applicable laws of the State of North Carolina from time to time in effect. In the event the Corporation is liquidated or dissolved, voluntarily or involuntarily, the assets and property of the Corporation, after payment or arrangement for payment of its debts and obligations, shall be transferred, conveyed and delivered to the Trustees of the Diocese of East Carolina; provided,

that any funds or property held by the Corporation upon any condition requiring the return, transfer or conveyance of said funds or property, or the unused portion thereof, upon liquidation or dissolution of the Corporation shall be returned, transferred or conveyed in accordance with said condition.

7th. The Trustees heretofore elected and now serving shall hereafter be known and designated as Directors and shall continue to serve in their respective offices until their successors have been duly elected and qualified, and said Directors shall be vested with all the same rights and subject to the same responsibilities as when designated as Trustees.

8th. Subject to the approval of the Diocesan Conventions, the Directors shall have full power and authority to promulgate, alter and amend such By-Laws, rules and regulations as in their discretion will best promote the interests and purposes for which this corporation is created.

9th. The period of existence of this Corporation is unlimited.

The original Charter was revised and rewritten by Certificate of Amendment filed March 26, 1957, in the Office of Secretary of State.

An amendment rewriting the 3rd and 6th articles was adopted by the Directors and approved by the Diocesan Convention January 29, 1971. Articles of Amendments were filed June 17, 1971 in the Office of Secretary of State.

BY-LAWS OF THE EPISCOPAL FOUNDATION OF THE DIOCESE OF EAST CAROLINA, INCORPORATED

(As Amended)

ARTICLE I: The officers of the Corporation shall be a Chairman; a Vice Chairman; a President; a Vice President; a Secretary; and a Treasurer; and such other officers as the Directors from time to time deem advisable. The office of Secretary and the office of Treasurer may be held by the same individual.

ARTICLE II: The seal of the Corporation shall be in the following form, to wit—the word "Seal" surrounded by two concentric circles with the words "The Episcopal Foundation of The Diocese of East Carolina, Incorporated" in the margin between circumference of the two said circles.

ARTICLE III: The affairs of the Corporation shall be managed by a Board of Directors of not less than seven (7) persons and not more than thirty (30) persons to be nominated by the Bishop of the Diocese and elected by the Diocesan Convention. The Trustees of the Diocese shall at all times be members of the Board of Directors, nominated and elected as described, and they shall be included in determining the number of directors within the above limits. Such management shall be in accordance with the By-Laws of the Corporation; provided however that the Bishop of the Diocese of East Carolina shall be at all times Chairman of the Board of Directors and the Chancellor of the Diocese Vice Chairman of the Board; provided also that the Bishop Coadjutor shall be a member of the Board of Directors. The members of the Board of Directors shall be elected for a term of four years, unless otherwise specified at the time of election, by the Diocesan Convention in session at the time of the expiration of the term of their predecessors in office, and such retiring Directors shall hold office until their successors are elected and qualified.

ARTICLE IV: The exact number of the Board of Directors, within the above limits, may be increased or decreased from time to time, as the affairs of the Corporation may render proper, by the annual Convention of the Diocese of East Carolina, upon nomination by the Bishop. Upon nomination by the Bishop, associate Directors not exceeding five (5) in number, may be appointed by the Directors of the Corporation from time to time to serve from the date of their appointment until the adjournment of the next annual Diocesan Convention. All Directors, other than the Bishops of the Diocese, shall be lay persons who are interested in the work of the Episcopal Church in the Diocese of East Carolina. The removal of any Director from the Diocese of East Carolina or the severance of his membership in the Protestant Episcopal Church in the Diocese of East Carolina shall automatically work a cancellation of his position as a Director in this Corporation. And all vacancies occurring on said Board of Directors shall be filled by the Board and such persons elected to fill such vacancies shall hold office for the unexpired portion of the terms of their respective predecessors.

ARTICLE V: The annual meeting of the Directors of the Corporation shall be held on the day prior to the assembling of the annual Diocesan Convention of the Diocese of East Carolina, at the place where

said Convention is to be held. If for any cause the meeting is not held on the day preceding the assembling of said Convention, it shall be held during the time of the Convention or as soon thereafter as is convenient. If for any reason the said annual meeting is not held at one of the times above provided, it shall be held at a time and place to be fixed by the Bishop after conference with the President and Secretary.

ARTICLE VI: General or special meetings of the Directors of the Corporation may be called by the President or any three members of the Board of Directors at such time and place as shall be indicated in such call after at least three days notice by mail to all of the members of the Board of Directors.

ARTICLE VII: There shall be an Executive Committee consisting of the Bishop and the President of the Corporation, who are Ex-Officio members of said Executive Committee, and five Directors who shall be elected annually by the Board of Directors from its membership. The Secretary of the Executive Committee shall be appointed by the President of the Corporation but the Secretary need not be a Director of the Corporation. The Bishop or the President of the Corporation, together with three of the other members of the Executive Committee, shall constitute a quorum for the transaction of business and shall by majority vote possess and exercise all the powers and duties of the Board of Directors with reference to all matters, but only when the Board of Directors is not in session. The Executive Committee shall keep a record of all of its proceedings which shall be certified by the Secretary of the Executive Committee under his hand and which record shall be read at the next meeting of the Board of Directors. The Secretary of the Executive Committee shall call meetings of the Executive Committee upon the request of the Bishop or of the President or upon request of any three members of the Executive Committee.

ARTICLE VIII: All conveyances of real property by the Corporation shall be executed in the name of the Corporation by the President or the Vice President and attested by the Secretary or Assistant Secretary of the Corporation and the corporate seal attached thereto. No conveyances of real estate or bills of sale or transfers of securities, or stocks or other personal property shall be made except by authority of a resolution duly passed by majority vote at a duly constituted meeting of the Executive Committee.

ARTICLE IX: The duties of the secretary and the duties of the treasurer shall be prescribed by the Board of Directors of the Corporation.

ARTICLE X: A majority of the total number of Directors shall be necessary to constitute a quorum for a valid meeting of the Board of Directors for the transaction of business and performance of duties imposed on the Board of Directors by the Charter of this Corporation or by the By-Laws thereof.

ARTICLE XI: The Directors shall designate a depository for the Funds of the Foundation, which depository may also be Custodian of all securities of the Foundation, and the Directors in their discretion may authorize the depository and Custodian to also act as Fiscal Agent for the Foundation. The Fiscal Agent selected by the Executive Committee of the Foundation shall be approved by the Board of Directors.

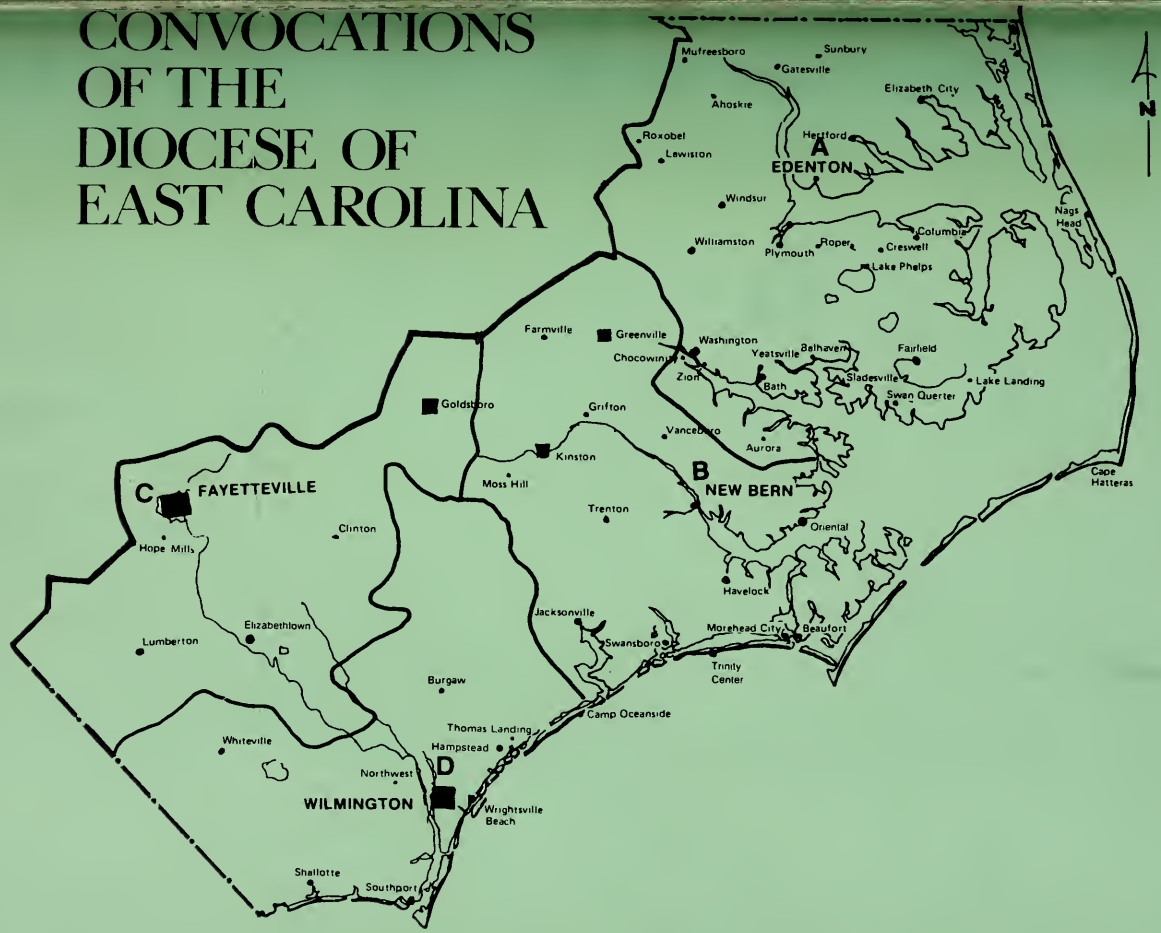
ARTICLE XII: At the annual Diocesan Convention at which Directors of the Corporation are to be elected as hereinbefore provided, the number of Directors for the ensuing term of four years shall be fixed by the convention and the convention shall then elect the number of Directors so specified who shall hold office for four years from the adjournment of the convention at which they are elected until their successors are elected and qualified.

ARTICLE XIII: The Bishop of the Diocese of East Carolina shall Ex-Officio be a member of all of the Committees of the Board of Directors. The Chancellor of the Diocese of East Carolina shall Ex-Officio be a member of the Board of Directors.

ARTICLE XIV: These By-Laws may be altered, amended or repealed at any meeting of the Board of Directors. Such change in By-Laws shall be reported to the next annual Diocesan Convention for its consideration and approval.

ARTICLE XV: The Charter of the Foundation may be altered or amended by the Board of Directors. Such alteration or amendment shall not be legally implemented under the laws of North Carolina until the same shall have been reported to the next annual Diocesan Convention for its consideration and be approved by the Convention.

CONVOCATIONS OF THE DIOCESE OF EAST CAROLINA



HECKMAN
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